
RMI Report 2022

Scoring Framework



Responsible
Mining Foundation

A Economic Development

A.01.1 The company commits to take account of national and supranational socio-economic development plans in making its mining-related investment and business decisions in producing countries, with the aim of enhancing socio-economic development.

Can your company demonstrate at the corporate level that it has:

a. Formalised its commitment, that is endorsed by senior management, to take account of national and supranational socio-economic development plans in making its mining-related investment and business decisions in producing countries, with the aim of enhancing socio-economic development?

2 points

The company commits to take account of national and supranational socio-economic development plans in making its mining-related investment and business decisions in producing countries, with the aim of enhancing socio-economic development, in a formal document which covers all of company's activities and is endorsed by senior management.

1 point

The company commits to take account of national and/or supranational socio-economic development plans in making its mining-related investment and business decisions in producing countries, with the aim of enhancing socio-economic development in a formal document which covers all of the company's activities but there is no evidence that this commitment is endorsed by senior management

OR

The company commits to take account of national and/or supranational socio-economic development plans in making its mining-related investment and business decisions in producing countries, with the aim of enhancing socio-economic development in a formal document which is endorsed by senior management but does not cover all of the company's activities

OR

The company has a formal, company-wide requirement to take account of national and supranational socio-economic development plans in making its mining-related investment and business decisions in producing countries in a formal document which is endorsed by senior management but is not a formal commitment statement per se.

0.5 point

The company provides a case study showing a subsidiary's economic development strategy aligned with national and/or supranational government development plans or priorities

OR

The company states it is committed to contributing to socio-economic development at national level but there is no mention of taking into account national and/or supranational development plans

OR

The company provides limited description of its approach to take account of national and/or supranational government development plans or priorities but there is no evidence of a company-wide requirement or formal commitment.

b. Assigned senior management or board-level responsibilities and accountability for carrying out this commitment?

- 2 points** The company has a senior management level and/or Board level function responsible for carrying out this commitment and there is detailed information on its actual scope, role and accountability.
- 1 point** The company has a senior management level and/or Board level function responsible for carrying out this commitment but there is limited information on its actual scope, role and accountability.
OR
The company provides evidence qualifying for a score of 2, but the company scored 1 under a)
- 0.5 point** The company briefly refers to a function at the senior management level and/or Board level for carrying out this commitment, but does not provide any additional information
OR
The company has a dedicated function at the senior management level and/or Board level for sustainable development-related issues but there is no specific mention of national and/or supranational development plans being within the scope of responsibility.
OR
The company provides evidence qualifying for a score of 2 or 1, but the company scored 0.5 under a)

c. Committed financial and staffing resources to implement this commitment?

- 2 points** The company has corporate-level or continental-level dedicated teams responsible for coordinating efforts on taking account of national and supranational socio-economic development plans in making its mining-related investment and business decisions in producing countries, with the aim of enhancing socio-economic development.
- 1 point** The company has corporate-level teams responsible for coordinating efforts on taking account of national and supranational socio-economic development plans in making its mining-related investment and business decisions in producing countries, but only on some limited aspects and/or not aiming at enhancing socio-economic development
OR
The company allocates financial and/or staffing resources to implement this commitment but not on a company-wide basis.
OR
The company provides evidence qualifying for a score of 2, but the company scored 1 under a)
- 0.5 point** The company provides limited evidence of programmes/activities/staffing to implement this commitment.
OR
The company provides evidence qualifying for a score of 2 or 1, but the company scored 0.5 under a)

A.01.2 Where applicable, the company has systems in place to work collaboratively with sub-national producing country governments on socio-economic development planning.

Where applicable, can your company demonstrate at the corporate level that it:

a. Has systems in place to ensure its operations work with sub-national producing country governments to identify socio-economic development priorities where they can play a collaborative role?

- 2 points** The company has company-wide systems in place to ensure its operations work with sub-national producing country governments to identify socio-economic development priorities where they can play a collaborative role, and there is detailed evidence of the scope and content of these systems
- 1 point** The company provides some evidence of collaborative identification of socio-economic development priorities, at the sub-national level, but there is no evidence of company-wide systems in place
OR
The company has systems in place to ensure its operations work with sub-national producing country governments to identify socio-economic development priorities where they can play a collaborative role, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.
- 0.5 point** The company mentions the needs for business units to work in collaboration with sub-national producing country governments on identifying socio-economic development priorities, but does not provide any additional information
OR
The company refers to an approach to work in collaboration with sub-national producing country governments on identifying socio-economic development priorities, but does not provide any additional information.

b. Has systems in place to ensure its operations develop strategies and plans to address these development priorities in collaboration with the sub-national governments?

- 2 points** The company has company-wide systems in place to ensure its operations develop strategies and plans to address these development priorities in collaboration with the sub-national governments, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company provides some evidence of collaborative development of strategies and plans to address the identified socio-economic development priorities, at the sub-national level, but there is no evidence of company-wide systems in place
OR
The company has systems in place to ensure its operations develop strategies and plans to address these development priorities in collaboration with the sub-national governments, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.
- 0.5 point** The company provides evidence of only one or two operations having participated in multi-stakeholder forum on sub-national development planning.

c. Systematically tracks the implementation of these strategies and plans, collaboratively with the sub-national governments?

- 2 points** The company discloses recent data (within the assessment period) confirming the systematic, company-wide collaborative tracking of the implementation of these strategies and plans.
- 1 point** The company has systems in place to systematically track the implementation of these strategies and plans, but not collaboratively with sub-national governments.
- 0.5 point** The company provides evidence of only one or more isolated cases of operations where the implementation of these strategies and plans is tracked.

A.02.1 The company has systems in place to ensure its operations develop procurement opportunities for suppliers at national and supranational levels.

Can your company demonstrate at the corporate level that it:

a. Has systems in place to ensure its operations identify opportunities for, and barriers to access to, procurement from suppliers at national and/or supranational levels?

- 2 points** The company has company-wide systems in place to ensure its operations identify opportunities for, and barriers to access to, procurement from suppliers at national and/or supranational levels, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to ensure its operations identify barriers and opportunities for suppliers at national and/or supranational level, but not on a company-wide basis.
- 0.5 point** The company provides evidence of only one or two cases of operations having identified opportunities for, or barriers to access to, procurement from suppliers at national and/or supranational levels, but there is no evidence of company-wide approaches or systems in place
- OR
- The company provides sufficient narrative evidence of a company-wide approach to procurement from national and/or supranational suppliers to assume a minimum level of identification of barriers or opportunities.

b. Has systems in place to ensure its operations develop strategies and plans to develop procurement opportunities for suppliers at national and/or supranational levels?

- 2 points** The company has company-wide systems in place to ensure its operations develop strategies and plans to develop procurement opportunities for suppliers at national and/or supranational levels, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company provides some evidence of an approach or actions to develop procurement opportunities for suppliers at national and/or supranational levels, but there is no evidence of company-wide systems in place
- OR
- The company has systems in place to ensure its operations develop strategies and plans to develop procurement opportunities for suppliers at national and/or supranational levels, and there is detailed evidence of the scope and content of these systems, but they are not implemented on a company-wide basis.
- 0.5 point** The company provides evidence of only one or two operations having developed procurement opportunities from suppliers at national level.

c. Systematically tracks the implementation of these strategies and plans?

- 2 points** The company discloses recent data (within the assessment period) confirming the systematic, company-wide tracking of the implementation of these strategies and plans.
- 1 point** The company has company-wide systems in place to systematically track the implementation of these strategies and plans, but there is limited evidence of the actual use of such systems.
- 0.5 point** The company provides evidence of one or more isolated cases of operations where the implementation of these strategies and plans is tracked, but there is no evidence of company-wide approaches or systems in place.

A.02.2 The company tracks, reviews and acts to improve its performance on national and supranational procurement.

Can your company demonstrate that it systematically:

a. Tracks and discloses data, against targets and across successive time periods, on its national and supranational procurement, showing clearly-defined categories, proportions and amounts spent?

- 2 points** The company discloses recent company-wide data (within the assessment period) against targets and across successive time periods on its national/in-country and/or supranational procurement, showing clearly-defined categories proportions and amounts spent.
- 1 point** The company discloses recent company-wide data (within the assessment period) on its national/in-country and/or supranational procurement, showing proportions and/or amounts spent, and the data is disclosed across successive time periods but against targets
OR
The company discloses recent company-wide data (within the assessment period) on its national/in-country and/or supranational procurement, showing proportions and/or amounts spent, and the data is disclosed against targets but not across successive time periods
OR
The company discloses recent company-wide data (within the assessment period) on its national/ in-country and/or supranational procurement, showing proportions and/or amounts spent, but the data is not disclosed against targets neither across successive time periods.
- 0.5 point** The company discloses recent data (within the assessment period) on its national/ in-country and/or supranational procurement, showing proportions and/or amounts spent, but the data is not disclosed against targets neither across successive time periods and it does not cover all of the company's activities.

b. Audits and/or reviews the effectiveness of its measures taken to develop procurement opportunities for suppliers at national and/or supranational levels?

- 2 points** The company discloses detailed data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its measures taken to develop procurement opportunities for suppliers at national and/or supranational levels.
- 1 point** The company discloses limited data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its measures taken to develop procurement opportunities for suppliers at national and/or supranational levels.
- 0.5 point** The company states that regular reviews and/or audits of the effectiveness of its measures taken to develop procurement opportunities for suppliers at national and/or supranational levels are required but there is no information on reviews and/or audits that were actually conducted, beyond statement.

c. Takes responsive action, based on the findings of these audits and/or reviews, to seek to improve the effectiveness of its measures taken to develop procurement opportunities for suppliers at national and/or supranational levels?

- 2 points** The company discloses information on reviews and/or audits that were actually conducted and discloses data on how it has integrated recommendations and acted on findings to continuously improve the effectiveness of its measures taken to develop procurement opportunities for suppliers at national and/or supranational levels.
- 1 point** The company states that it integrates the recommendations from these audits and/or reviews to continuously improve the effectiveness of its measures taken to develop procurement opportunities for suppliers at national and/or supranational levels, and has disclosed information on reviews and/or audits that were actually conducted, but there is no information on the integration of recommendations, beyond statement.
- 0.5 point** The company states that it integrates the recommendations from these audits and/or reviews to continuously improve the effectiveness of its measures taken to develop procurement opportunities for suppliers at national and/or supranational levels, but there is no information on reviews and/or audits that were actually conducted, and thus no information on the integration of recommendations.

A.03.1 The company has systems in place to work collaboratively with producing country institutions on Research & Development aimed at addressing priority socio-economic and environmental issues related to mining.

Can your company demonstrate at the corporate level that it has systems in place to work collaboratively with producing country institutions to:

a. Identify R&D priorities to address socio-economic and environmental impacts of mining within producing countries?

- 2 points** The company has company-wide systems in place to work collaboratively with producing country institutions to identify R&D priorities to address socio-economic and environmental impacts of mining within producing countries, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company provides some evidence of an approach to identify priorities and opportunities for collaborative R&D to address socio-economic and environmental impacts of mining within producing countries, but there is no evidence of company- wide systems in place
OR
The company has systems in place to work collaboratively with producing country institutions to identify R&D priorities to address socio-economic and environmental impacts of mining within producing countries, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.
- 0.5 point** The company provides evidence of only one or two cases of operations having identified with other stakeholders R&D priorities and opportunities to address socio- economic and environmental impacts of mining within producing countries.

b. Develop R&D programmes to address these priorities?

- 2 points** The company has company-wide systems to develop R&D programmes in collaboration with producing country institutions to address these priorities, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company provides some evidence of an approach to develop R&D programmes in collaboration with producing country institutions to address these priorities, but there is no evidence of company-wide systems in place
OR
The company has systems in place to develop R&D programmes to address these priorities, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.
- 0.5 point** The company provides evidence of only one or two operations having partnered or collaborated with producing country institutions on R&D to address these priorities.

c. Track the implementation of these R&D programmes?

- 2 points** The company discloses recent data (within the assessment period) confirming the systematic, company-wide tracking of the implementation of these R&D programmes
- 1 point** The company discloses recent data (within the assessment period) from the tracking of the implementation of partnerships/collaboration with producing country research institutions on relevant R&D topics at several of its operations, but there is no evidence of a systematic, company-wide approach.
- 0.5 point** na

A.04.1 The company has systems in place to ensure its operations support STEM education and technical/vocational skills development among the wider population in producing countries, through partnerships with in-country institutions.

Can your company demonstrate at the corporate level that it has systems in place to ensure its operations:

a. Support STEM education among the wider population in collaboration with in-country institutions?

- 2 points** The company has company-wide systems in place to ensure its operations support STEM education among the wider population in collaboration with in-country institutions, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company provides some evidence of support for STEM education among the wider population in collaboration with in-country institutions, but there is no evidence of company-wide systems in place
OR
The company has systems in place to ensure its operations support STEM education among the wider population in collaboration with in-country institutions, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.
- 0.5 point** The company provides evidence of only one or two cases of operations having supported STEM education, and there is no evidence of company-wide approaches or systems in place.

b. Support technical/vocational skills development among the wider population in collaboration with in-country institutions?

- 2 points** The company has company-wide systems in place to ensure its operations support technical/vocational education among the wider population in collaboration with in-country institutions, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to ensure its operations support technical/ vocational skills development among the wider population in collaboration with in-country institutions, but not on a company-wide basis.
- 0.5 point** The company provides evidence of only one or two operations having supported technical/vocational skills development, and there is no evidence of company-wide approaches or systems in place.

c. Demonstrate alignment of their skills development efforts with the national skills development agenda?

- 2 points** The company has company-wide systems in place to ensure its operations align their skills development efforts with national agenda/priorities for skills development, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to ensure its operations align their skills development efforts with the national skills development agenda, but there is limited evidence of the actual use of such systems.
- 0.5 point** The company provides evidence of only one or more isolated cases of operations' skills development efforts taking into account the national agenda/priorities for skills development, and there is no evidence of company-wide approaches or systems in place.

A.04.2 The company has systems in place to ensure its operations support technical and managerial skills development of its local workforces in producing countries.

Can your company demonstrate at the corporate level that it:

a. Has systems in place to ensure its operations support technical skills development of its local workforces in producing countries?

- 2 points** The company has company-wide systems in place to ensure its operations support technical skills development of its local workforces in producing countries, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company provides some evidence of technical skills development of its local workforces in several countries/sites, but there is no evidence of company-wide systems in place
OR
The company has systems in place to ensure its operations support technical skills development of its local workforces in producing countries, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.
- 0.5 point** The company provides evidence of only one or two cases of operations having supported technical skills development of its local workforces in producing countries.

b. Has systems in place to ensure its operations support managerial skills development of its local workforces in producing countries?

- 2 points** The company has company-wide systems in place to ensure its operations support managerial skills development of its local workforces, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to ensure its operations support managerial skills development of its local workforces in several countries/sites, but not on a company-wide basis.
- 0.5 point** The company provides evidence of only one or two operations having supported managerial skills development of their local workforces in producing countries.

c. Systematically tracks the implementation of their skills development programmes?

- 2 points** The company discloses recent data (within the assessment period) confirming the systematic, company-wide tracking of the implementation of these strategies and plans.
- 1 point** The company has systems in place to ensure its operations systematically track the implementation of their skills development programmes, but there is limited evidence of the actual use of such systems.
- 0.5 point** The company provides evidence of only one or more isolated cases of operations tracking the implementation of skills development programmes.

B Business Conduct

B.01.1 The company commits to prevent all direct and indirect forms of bribery and corruption.

Can your company demonstrate at the corporate level that it has:

a. Formalised its commitment, that is endorsed by senior management, to prevent all direct and indirect forms of bribery and corruption?

- 2 points** The company commits to prevent all direct and indirect forms of bribery and corruption in a formal document which covers all of the company's activities and is endorsed by senior management.
- 1 point** The company commits to prevent all direct and indirect forms of bribery and corruption in a formal document which covers all of the company's activities, but there is no evidence that this commitment is endorsed by senior management
OR
The company commits to prevent all direct and indirect forms of bribery and corruption in a formal document which is endorsed by senior management, but does not cover all of the company's activities
OR
The company commits to prevent bribery and corruption in a formal document which is endorsed by senior management, but the commitment does not cover all forms of bribery and corruption.
- 0.5 point** The company refers to the need for preventing all direct and indirect forms of bribery and corruption, but does not make a clear commitment in a formal document which is endorsed by senior management.

b. Assigned senior management or board-level responsibilities and accountability for carrying out this commitment?

- 2 points** The company has a senior management level and/or Board level function responsible for carrying out this commitment and there is detailed information on its actual scope, role and accountability.
- 1 point** The company has a senior management level and/or Board level function responsible for carrying out this commitment but there is limited information on its actual scope, role and accountability
OR
The company provides evidence qualifying for a score of 2, but the company scored 1 under a).
- 0.5 point** The company briefly refers to a function at the senior management level and/or Board level for carrying it out this commitment, but does not provide any additional information
OR
The company provides evidence qualifying for a score of 2 or 1, but the company scored 0.5 under a).

c. Committed financial and staffing resources to implement this commitment?

2 points

The company has company-wide, operational-level teams responsible for coordinating efforts on preventing bribery and corruption

OR

The company conducts company-wide awareness and/or training programmes and/ or workshops related to its commitment to prevent bribery and corruption, and there is detailed evidence of the specific financial and/or staffing resources committed

1 point

The company conducts company-wide awareness and/or training programmes and/ or workshops related to bribery and corruption, but there is limited information on the actual financial and/or staffing resources committed

OR

The company has company-wide operational-level teams responsible for coordinating efforts on preventing bribery and corruption, but only on some limited aspects of bribery and corruption.

OR

The company allocates financial and/or staffing resources to implement this commitment (awareness/training programmes/workshops and/or responsible teams) but not on a company-wide basis

OR

The company provides evidence qualifying for a score of 2, but the company scored 1 under a).

0.5 point

The company has company-wide requirement for the commitment of financial and/ or staffing resources but there is limited evidence of these resources having been committed.

OR

The company allocates resources to investigate and address allegations and violations of relevant policy, but there is no evidence of resources committed to prevent bribery and corruption

OR

The company provides evidence qualifying for a score of 2 or 1, but the company scored 0.5 under a).

B.01.2 The company tracks, reviews and acts to improve its performance on anti-bribery and corruption.

Can your company demonstrate that it systematically:

a. Tracks and discloses data, across successive time periods, on its prevention of bribery and corruption, including number and nature of incidents and actions taken in response?

- 2 points** The company discloses recent company-wide data (within the assessment period) across successive time periods including number, nature and actions taken in response
OR
The company reports that no corruption-related incidents happened at all within the assessment period and the data is compared over successive time periods.
- 1 point** The company discloses recent data (within the assessment period) on two of the three dimensions only: number, nature or actions taken in response
OR
The company reports that no corruption-related incidents happened at all within the assessment period, but the data is not compared across successive time periods OR
The company discloses recent data (within the assessment period) across successive time periods including number, and nature and actions taken in response, but the data does not cover all of the company's activities
OR
The company reports that no corruption-related incidents happened at all within the assessment period and the data is compared over successive time periods but does not cover all of the company's activities.
- 0.5 point** The company discloses recent data (within the assessment period) on one of the three dimensions only: number, nature or actions taken in response
OR
The company reports that no incidents happened within the assessment period on some corruption-related topics only
OR
The company discloses recent data (within the assessment period) on two of the three dimensions only: number, nature or actions taken in response, but the data does not cover all of the company's activities
OR
The company reports that no corruption-related incidents happened at all within the assessment period, but the data is not compared across successive time periods and does not cover all of the company's activities.

b. Audits and/or reviews the effectiveness of its measures taken to prevent all direct and indirect forms of bribery and corruption?

- 2 points** The company discloses detailed data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its measures taken to prevent all direct and indirect forms of bribery and corruption.
- 1 point** The company discloses limited data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its measures taken to prevent all direct and indirect forms of bribery and corruption
- 0.5 point** The company states that regular reviews and/or audits of the effectiveness of its measures taken to prevent all direct and indirect forms of bribery and corruption are required and shall be conducted by an identified internal or external body, but there is no information on reviews and/or audits that were actually conducted, beyond statement

c. Takes responsive action, on the basis of the findings of these audits and/or reviews, to seek to improve the effectiveness of its measures taken to prevent all direct and indirect forms of bribery and corruption?

- 2 points** The company discloses information on reviews and/or audits that were actually conducted and discloses data on how it has integrated recommendations and acted on findings to continuously improve the effectiveness of its measures taken to prevent all direct and indirect forms of bribery and corruption.
- 1 point** The company states that it integrates the recommendations from these audits and/or reviews to continuously improve the effectiveness of its measures taken to prevent all direct and indirect forms of bribery and corruption, and has disclosed information on reviews and/or audits that were actually conducted, but there is no information on the integration of recommendations, beyond statement
- 0.5 point** The company states that it integrates the recommendations from these audits and/or reviews to continuously improve the effectiveness of its measures taken to prevent all direct and indirect forms of bribery and corruption, but there is no information on reviews and/or audits that were actually conducted, and thus no information on the integration of recommendations.

B.01.3 The company tracks, reviews and acts to improve the effectiveness of its whistleblowing mechanisms for reporting concerns about unethical behaviour.

Can your company demonstrate that it systematically:

a. Tracks and discloses data, against targets and across successive time periods, on the functioning and uptake of its whistleblowing mechanisms, including number and nature of incidents and actions taken in response?

- 2 points** The company discloses recent company-wide data (within the assessment period) across successive time periods on number, nature and actions taken in response
OR
The company reports that no incidents were reported at all through its whistleblowing mechanism within the assessment period and the data is compared across successive time periods.
- 1 point** The company discloses recent company-wide data (within the assessment period) on two of the three dimensions only: number, nature or actions taken in response
OR
The company reports that no incidents were reported at all through its whistleblowing mechanism, but the data is not compared across successive time periods .
OR
The company discloses recent data (within the assessment period) across successive time periods and against targets on number, nature and actions taken in response, but the data does not cover all of the company's activities
OR
The company reports that no incidents were reported through its whistleblowing mechanism within the assessment period and the data is compared over successive time period but does not cover all of the company's activities
OR
The company discloses recent company-wide data (within the assessment period) across successive time periods on number, nature and actions taken in response, but the data is aggregated between all reporting channels, and not specific only to whistleblowing mechanism/s

-
- 0.5 point** The company discloses recent data (within the assessment period) on one of the three dimensions only: number, nature or actions taken in response
OR
The company reports that no incidents were reported through its whistleblowing mechanism on some topics only
OR
The company discloses recent data (within the assessment period) on two of the three dimensions only: number, nature or actions taken in response, but the data does not cover all of the company's activities
OR
The company reports that no incidents were reported through its whistleblowing mechanism, but the data is not compared across successive time periods and does not cover all of the company's activities
OR
The company discloses recent company-wide data (within the assessment period) on two of the three dimensions only: number, nature or actions taken in response, but the data is aggregated between all reporting channels, and not specific only to whistleblowing mechanism/s
OR
The company discloses recent data (within the assessment period) across successive time periods on number, nature and actions taken in response, but the data does not cover all of the company's activities, and the data is aggregated between all reporting channels, and not specific only to whistleblowing mechanism/s
OR
The company reports that no incidents were reported through its whistleblowing mechanism within the assessment period and the data is compared over successive time period but does not cover all of the company's activities, but the data is aggregated between all reporting channels, and not specific only to whistleblowing mechanism/s

b. Audits and/or reviews the effectiveness of its whistleblowing mechanisms?

- 2 points** The company discloses detailed data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its whistleblowing mechanisms.
- 1 point** The company discloses limited data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its whistleblowing mechanisms.
- 0.5 point** The company states that regular reviews and/or audits of the effectiveness of its whistleblowing mechanisms are required and shall be conducted by an identified internal or external body, but there is no information on reviews and/or audits that were actually conducted, beyond statement.

c. Takes responsive action, on the basis of the findings of these audits and/or reviews, to seek to improve the effectiveness of its whistleblowing mechanisms?

- 2 points** The company discloses information on reviews and/or audits that were actually conducted and discloses data on how it has integrated recommendations and acted on findings to continuously improve the effectiveness of its whistleblowing mechanisms.
- 1 point** The company states that it integrates the recommendations from these audits and/or reviews to continuously improve the effectiveness of its whistleblowing mechanisms, and has disclosed information on reviews and/or audits that were actually conducted, but there is no information on the integration of recommendations, beyond statement. OR
The company discloses information of reviews and/or audits that were actually conducted and discloses some information on how it has integrated recommendations and acted on findings to continuously improve the effectiveness of its whistleblowing mechanisms.
- 0.5 point** The company states that it integrates the recommendations from these audits and/or reviews to continuously improve the effectiveness of its whistleblowing mechanisms, but there is no information on reviews and/or audits that were actually conducted, and thus no information on the integration of recommendations.

B.02.1 The company has systems in place to hold individual board directors and senior managers accountable for responsible business conduct on ESG issues.

Can your company demonstrate at the corporate level that it has taken specific measures to ensure that:

a. Clear roles and responsibilities are defined for individual board directors and senior managers for responsible business conduct on ESG issues?

- 2 points** The company has defined clear roles and responsibilities at the corporate level which include both board-level and senior-management-level individuals for responsible business conduct on all the following issues: environmental, social and human rights
- 1 point** The company has defined clear roles and responsibilities at the corporate level which include both board-level and senior-management-level individuals for responsible business conduct on only one or two of the following issues: environmental, social or human rights
- 0.5 point** The company has defined roles and responsibilities at the corporate level which include both board-level and senior-management-level individuals for responsible business conduct but their scope is unclear.

b. Competency requirements are in place for key senior management and board-level positions responsible for ESG issues?

- 2 points** The company has competency requirements in place for key senior management and board-level positions responsible for all the following issues: environmental, social and human rights
- 1 point** The company has competency requirements in place for key senior management and board-level positions responsible for only one or two of the following issues: environmental, social or human rights.
- 0.5 point** The company mentions qualifications and/or experience and/or continuous training programmes related to key senior management and board-level positions responsible for environmental, social and human rights issues, but there is no information on actual competency requirements

c. Individual board directors and senior managers responsible for such performance are held accountable via documented measures?

- 2 points** The company discloses information on indicators related to performance on environmental, social and human rights issues which are included in the remuneration incentive scheme for responsible individuals at both the board and the senior- management level.
- 1 point** The company discloses information on indicators related to performance on environmental, social and human rights issues which are included in the remuneration incentive scheme for responsible individuals at either the board or the senior- management level
OR
The company mentions indicators related to performance on environmental, social and human rights issues which are included in the remuneration incentive scheme for responsible individuals at both the board or the senior-management level, but there is limited information on the actual metrics and their implementation, beyond narrative description.
- 0.5 point** The company mentions indicators related to performance on environmental, social and human rights issues which are included in a remuneration incentive scheme, but there is limited information on the individuals it applies to and/or the actual scope covered by such indicators.

B.02.2 The company tracks, reviews and acts to improve its gender balance at board and senior management levels.

Can your company demonstrate that it systematically:

a. Tracks and discloses data, against targets and across successive time periods, on the percentage of women at board and senior management levels?

- 2 points** The company discloses recent company-wide data (within the assessment period) on the percentage of women at board and senior management levels, and the data is disclosed against targets and compared across successive time periods.
- 1 point** The company discloses recent company-wide data (within the assessment period) on the percentage of women at board and senior management levels, and the data is compared against targets, but not disclosed across successive time periods
OR
The company discloses recent company-wide data (within the assessment period) on the percentage of women at board and senior management levels, and the data is compared across successive time periods, but not disclosed against targets
OR
The company discloses company-wide data on the percentage of women at board and senior management levels, and the data is disclosed against targets and compared across successive time periods, but the data is outdated (older than the assessment period)
OR
The company discloses recent data (within the assessment period) on the percentage of women at board and senior management levels, and the data is disclosed against targets and compared across successive time periods, but does not cover all of the company's activities.
- 0.5 point** The company discloses recent company-wide data (within the assessment period) on the percentage of women at board and/or senior management levels, but the data is not disclosed against targets and not compared across successive time periods.
OR
The company discloses recent data (within the assessment period) on the percentage of women at board and senior management levels, and the data is compared against targets, but not disclosed across successive time periods and does not cover all of the company's activities
OR
The company discloses recent company-wide data (within the assessment period) on the percentage of women at board and senior management levels, and the data is compared across successive time periods, but not disclosed against targets and does not cover all of the company's activities
OR
The company discloses data on the percentage of women at board and senior management levels, and the data is disclosed against targets and compared across successive time periods, but the data is outdated (older than the assessment period) and does not cover all of the company's activities.

b. Audits and/or reviews the effectiveness of its interventions (programmes, initiatives, etc) to improve gender balance at senior management level?

- 2 points** The company discloses detailed data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its interventions to improve gender balance at senior management level.
- 1 point** The company discloses limited data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its interventions to improve gender balance at senior management level.
- 0.5 point** The company states that regular reviews and/or audits of the effectiveness of its interventions (programmes, initiatives, etc) to improve gender balance at senior management level are required and shall be conducted by an identified internal or external body, but there is no information on reviews and/or audits that were actually conducted, beyond statement.

c. Takes responsive action, on the basis of the findings of these audits and/or reviews, to seek to improve its gender balance at senior management level?

- 2 points** The company has disclosed information on reviews and/or audits that were actually conducted and discloses data on how it has integrated recommendations and acted on findings to continuously improve the effectiveness of its interventions to improve gender balance at senior management level.
- 1 point** The company states that it integrates the recommendations from these audits and/or reviews to continuously improve the effectiveness of its interventions (programmes, initiatives, etc) to improve gender balance at senior management level, and has disclosed information on reviews and/or audits that were actually conducted, but there is no information on the integration of recommendations, beyond statement.
- 0.5 point** The company states that it integrates the recommendations from these audits and/or reviews to continuously improve the effectiveness of its interventions (programmes, initiatives, etc) to improve gender balance at senior management level, but there is no information on reviews and/or audits that were actually conducted, and thus no information on the integration of recommendations

B.03.1 The company publicly discloses all the legal titles that grant it the rights to extract mineral resources on its mine sites.

Can your company demonstrate at the corporate level that it:

a. Publicly discloses all the legal titles (e.g. contracts, permits, licences, leases, conventions, agreements) that grant it the rights to extract mineral resources on its mine sites?

- 2 points** The company discloses the legal titles that grant it the rights to extract mineral resources for all its mine sites.
- 1 point** The company discloses the legal titles that grant it the rights to extract mineral resources for at least half of its mine sites, but not all mine sites.
- 0.5 point** The company discloses the legal titles that grant it the rights to extract mineral resources for at least one mine site, but for less than half of its mine sites.

b. Makes these documents freely available on its corporate website?

- 2 points** The company discloses the legal titles for all its mine sites on its corporate website.
- 1 point** The company discloses the legal titles for all its mine sites, but they are only available on various subsidiaries' websites
OR
The company discloses the legal titles for some of its mine sites on its corporate website.
- 0.5 point** The company discloses the legal titles for some of its mine sites on various subsidiaries' websites.

c. Publicly discloses these documents as full-text documents without redactions or omissions?

- 2 points** The company discloses in full-text the legal titles that grant it the rights to extract mineral resources for all its mine sites.
- 1 point** The company discloses in full-text the legal titles that grant it the rights to extract mineral resources for at least half of its mine sites, but not for all mine sites.
- 0.5 point** The company discloses in full-text the legal titles that grant it the rights to extract mineral resources for at least one mine site but less than half of the mine sites.

B.04.1 The company practices tax transparency in all its tax jurisdictions.

Can your company demonstrate at the corporate level that it publicly:

a. Discloses its corporate structure mentioning all tax jurisdictions where it has registered entity(ies) and under what names (e.g. those of subsidiary or branch entities) it is known in that place?

- 2 points** The company discloses its corporate structure, mentioning all tax jurisdictions where it has registered entity(ies) and under what names it is known in that place.
- 1 point** The company discloses its corporate structure, mentioning only some of the tax jurisdictions where it has registered entities and under what names it is known in that place
OR
The company discloses its corporate structure, mentioning all the names of its registered entities but not the tax jurisdictions where they are registered.
- 0.5 point** n/a

b. Reports on its approach to tax transparency, including its strategy relating to its presence in any low-tax jurisdictions?

- 2 points** The company reports on its approach to tax transparency, including its strategy relating to its presence in any low-tax jurisdictions.
- 1 point** The company reports on its approach to tax transparency, but does not disclose its strategy relating to its presence in any low-tax jurisdictions.
- 0.5 point** The company mentions tax transparency, but does not report on its approach to tax transparency.

c. Discloses all tax benefits and tax holidays received at local and national levels in all tax jurisdictions where it has registered entity(ies)?

- 2 points** The company discloses data on all tax benefits, tax holidays, tax relief and tax credits it receives at both local and national levels
- 1 point** The company discloses data on all tax benefits, tax holidays, tax relief and tax credits it receives but in an aggregated form, without information on local and national levels.
- 0.5 point** The company discloses limited information on some of the tax benefits or tax credits it receives.

B.05.1 The company publicly discloses its ultimate beneficial owners.

Can your company demonstrate at the corporate level that it publicly:

a. Discloses the names of the individuals that are its ultimate beneficial owner(s) (i.e. not only direct shareholders), specifying any threshold ownership level applied to this disclosure?

- 2 points** The company discloses all the names of its ultimate individual beneficial owners – or controlling States in case of SOE
- 1 point** The company only discloses the names of some of its ultimate individual beneficial owners – or controlling States in case of SOE – owning together at least 50% of the company.
- 0.5 point** The company only discloses the name of one of its ultimate individual beneficial owner – or controlling State in case of SOE.

b. Discloses how ownership is held and how control is exercised?

- 2 points** The company discloses information on how all its individual beneficial owners – or controlling States in case of SOE - hold ownership and on how they exercise control over.
- 1 point** The company discloses information on how all its individual beneficial owners – or controlling States in case of SOE - hold ownership, but does not provide information on how they exercise control over.
- 0.5 point** The company discloses limited information on how some of its individual beneficial owners – or controlling State in case of SOE - hold ownership, but does not provide information on how they exercise control over

c. Identifies any beneficiaries who are politically exposed persons and discloses regular updates of information?

- 2 points** The company discloses information on any beneficiaries who are politically exposed persons and discloses regular updates of information.
- 1 point** The company discloses information on any beneficiaries who are politically exposed persons, but does not disclose regular updates of information.
- 0.5 point** The company is fully or partly State-owned and discloses limited information on the State body/ies that hold control over it

B.06.1 The company publicly discloses all payments it makes to sub-national and national governments, providing disaggregated data on a project-level basis.

Can your company demonstrate at the corporate level that it:

a. Publicly discloses project-level disaggregated information on all the payments made to sub-national and national governments?

- 2 points** The company discloses its payments made to sub-national and national governments (i.e.: in all its producing countries), on a project-disaggregated basis.
OR
The project discloses all its payments made to national governments, on a project- disaggregated basis, and all its payments made to sub-national governments, but not on a project-disaggregated basis.
- 1 point** The company discloses all its payments made to national governments, on a project- disaggregated basis, but does not systematically disclose disaggregation at the sub-national level
OR
The company discloses its payments made to national and sub-national governments, on a project-disaggregated basis, but not for all its producing countries.
OR
The company discloses all its payments made to national and sub-national governments, but not on a project-disaggregated basis.
- 0.5 point** The company discloses some of its payments made to sub-national and/or national governments.
OR
The company discloses all its payments made to national governments but not on a project-disaggregated basis, and not systematically showing disaggregation at the sub-national level.
OR
The company discloses an aggregated figure for all its payments to governments.

b. Makes this information freely available on its corporate website?

- 2 points** The company discloses on its corporate website all its payments made to sub-national and national governments, on a project-disaggregated basis .
- 1 point** The company discloses all its payments made to sub-national and national governments on a project-disaggregated basis, but these are only available on subsidiaries' websites
OR
The company discloses on its corporate website some of its payments made to sub-national and national governments, on a project-disaggregated basis
OR
The company discloses on its corporate website all its payments made to national governments, on a project-disaggregated basis, but does not disclose on its corporate website all its payments made to sub-national governments.
- 0.5 point** The company discloses some of its payments made to sub-national and/or national governments on subsidiaries' websites.

c. Updates this information on a yearly basis?

- 2 points** As per (a), with update available on a yearly basis.
- 1 point** As per (a), with update available on a yearly basis.
- 0.5 point** As per (a), with update available on a yearly basis.

B.07.1 Where applicable, the company publicly discloses its lobbying practices and positions in all jurisdictions.

Can your company demonstrate at the corporate level that it publicly:

a. Discloses the roles and responsibilities for those involved in its lobbying activities in all jurisdictions?

- 2 points** The company discloses the names and responsibilities of all its lobbyists.
- 1 point** The company discloses the names and responsibilities of its lobbyists -at least for one country.
- 0.5 point** The company refers to active lobbyists but does not disclose any names
OR
The company discloses the names of its lobbyists without their responsibilities (or only limited information) and the evidence does not cover all of the company's activities.

b. Discloses the subject matter of its lobbying activities and the outcomes being sought?

- 2 points** The company discloses all the subject matters of all its lobbying activities and all the outcomes being sought.
- 1 point** The company discloses some of the subject matters of its lobbying activities and the outcomes being sought but the evidence does not cover all of company's activities.
- 0.5 point** The company discloses some of the subject matters of its lobbying activities without clear information on the outcomes being sought and the evidence does not cover all of the company's activities.

c. Discloses the names of public officials or institutions being engaged?

- 2 points** The company discloses the names of all the institutions or public officials being engaged.
- 1 point** The company discloses the names of some institutions or public officials being engaged.
- 0.5 point** The company discloses the nature of institutions or officials engaged in the context of lobbying activities, but does not disclose any names
OR
The company discloses the name of one institution or public official being engaged.

B.08.1 The company has systems in place to identify and assess any human rights, labour and environmental risks associated with its suppliers and contractors.

Can your company demonstrate at the corporate level that it has systems in place to identify and assess risks related to its suppliers and contractors on:

a. Human rights issues?

- 2 points** The company has company-wide systems in place to carry out due diligence on its suppliers and contractors to identify risks on human rights issues, and there is detailed evidence of the scope and content of these systems
- 1 point** The company has systems in place to carry out due diligence on its suppliers and contractors to identify risks on human rights issues, but there is limited evidence of the scope and content of these systems
- 0.5 point** The company provides evidence of only one or two cases of carrying out due diligence on its suppliers and contractors to identify risks on human rights issues, and there is no evidence of company-wide approaches or systems in place
OR
The company mentions that it carries out due diligence on its suppliers and contractors to identify risks on human rights issues, but does not provide any additional information.

b. Labour issues?

- 2 points** The company has company-wide systems in place to carry out due diligence on its suppliers and contractors to identify risks on labour issues, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to carry out due diligence on its suppliers and contractors to identify risks on labour issues, but there is limited evidence of the scope and content of these systems.
- 0.5 point** The company provides evidence of only one or two cases of carrying out due diligence on its suppliers and contractors to identify risks on labour issues, and there is no evidence of company-wide approaches or systems in place
OR
The company mentions that it carries out due diligence on its suppliers and contractors to identify risks on labour issues, but does not provide any additional information.

c. Environmental issues?

- 2 points** The company has company-wide systems in place to carry out due diligence on its suppliers and contractors to identify risks on environmental issues, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to carry out due diligence on its suppliers and contractors to identify risks on environmental issues, but there is limited evidence of the scope and content of these systems.
- 0.5 point** The company provides evidence of only one or two cases of carrying out due diligence on its suppliers and contractors to identify risks on environmental issues, and there is no evidence of company-wide approaches or systems in place
OR
The company mentions that it carries out due diligence on its suppliers and contractors to identify risks on environmental issues, but does not provide any additional information.

C Lifecycle Management

C.01.1 The company commits to adopt a lifecycle approach to ensure it manages EESG issues throughout the entire project lifecycle, from exploration to post-closure.

Can your company demonstrate at the corporate level that it has:

a. Formalised its commitment, that is endorsed by senior management, to adopt a lifecycle approach to ensure it manages EESG issues throughout the entire project lifecycle, from exploration to post-closure?

- 2 points** The company commits to adopt a lifecycle approach to ensure it manages EESG issues throughout the entire project lifecycle, from exploration to post-closure in a formal document which covers all of the company's activities and is endorsed by senior management.
- 1 point** The company commits to adopt a lifecycle approach [...] in a formal document which covers all of the company's activities, but there is no evidence that this commitment is endorsed by senior management
OR
The company commits to adopt a lifecycle approach [...] in a formal document which is endorsed by senior management but does not cover all of the company's activities OR
The company commits to adopt a lifecycle approach [...] in a formal document which is endorsed by senior management but it only covers some project development and operational phases of its operations.
- 0.5 point** The company refers to the need for adopting a lifecycle approach [...], but does not make a clear commitment in a formal document which is endorsed by senior management.

b. Assigned senior management or board-level responsibilities and accountability for carrying out this commitment?

- 2 points** The company has a senior management level and/or Board level function responsible for carrying out this commitment and there is detailed information on its actual scope, role and accountability.
- 1 point** The company has a senior management level and/or Board level function responsible for carrying out this commitment but there is limited information on its actual scope, role and accountability
OR
The company provides evidence qualifying for a score of 2, but the company scored 1 under a).
- 0.5 point** The company briefly mentions a function at the senior management level and/or Board level for carrying out this commitment, but does not provide any additional information
OR
The company provides evidence qualifying for a score of 2 or 1, but the company scored 0.5 under a)

c. Committed financial and staffing resources to implement this commitment?

2 points

The company has company-wide operational-level teams responsible for coordinating efforts on working on a lifecycle approach throughout the project development and operational phases of its operations

OR

The company conducts company-wide awareness and/or training programmes and/ or workshops and/or activities related to its commitment to adopt a lifecycle approach, and there is detailed evidence of the specific financial and/or staffing resources committed.

1 point

The company conducts company-wide programmes/activities related to adopting a lifecycle approach, but there is limited information on the actual financial and/or staffing resources committed

OR

The company has company-wide operational-level teams working on adopting a lifecycle approach but only on some limited aspects of adopting a lifecycle approach OR

The company allocates financial and/or staffing resources to implement this commitment (programmes/activities and/or teams) but not on a company-wide basis OR

The company provides evidence qualifying for a score of 2, but the company scored 1 under a).

0.5 point

The company provides limited evidence of company-wide programmes/activities/ staffing relating to covering some aspects of a lifecycle approach

OR

The company provides evidence qualifying for a score of 2 or 1, but the company scored 0.5 under a).

C.02.1 The company has systems in place to integrate ESG criteria into the stage-gating process in investment decision-making.

Can your company demonstrate at the corporate level that it has systems in place to:

a. Identify ESG criteria to be met during each stage of its investment decision-making processes?

- 2 points** The company has company-wide systems in place to identify environmental and social criteria to be met during each stage of its investment decision-making processes, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company provides a limited narrative description of systems in place to identify social and environmental criteria to be met during its investment decision-making processes, but there is no information about the scope, content and actual implementation of these systems
OR
The company provides evidence of a company-wide approach to identify social and environmental criteria to be met during its investment decision-making processes, but there is no evidence of company-wide systems in place.
- 0.5 point** The company makes very brief mention of its approach to identify social and/or environmental criteria to be met during its investment decision-making processes, but there is no evidence of company-wide systems in place.

b. Apply these identified ESG criteria during each stage of its investment decision-making processes?

- 2 points** The company has company-wide systems in place to apply social and environmental criteria during its investment decision-making processes, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company provides a limited narrative description of systems in place to apply social or environmental criteria during its investment decision-making processes, but there is no information about the scope, content and actual implementation of these systems
OR
The company provides evidence of a company-wide approach to identify social and environmental criteria to be applied during its investment decision-making processes, but there is no evidence of systems in place
OR
The company has systems in place to apply social and environmental criteria during its investment decision-making processes, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.
- 0.5 point** The company makes very brief mention of its approach to apply social and/or environmental criteria during its investment decision-making processes, but there is no evidence of company-wide systems in place.

c. Ensure appropriately qualified personnel are responsible for applying these identified ESG criteria in investment decision-making process?

- 2 points** The company has company-wide system in place to ensure that appropriately qualified personnel are responsible for applying ESG criteria in its investment decision-making processes, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to ensure that appropriately qualified personnel are responsible for applying the identified ESG criteria in its investment decision-making processes, but there is limited evidence of the scope and/or content of these systems.
- 0.5 point** The company demonstrates that some attention has been given to having appropriately qualified personnel responsible for applying the identified ESG criteria in investment decision-making processes, but there is no evidence of company-wide systems in place.

C.03.1 The company has systems in place to ensure its operations engage local authorities, workers and communities in developing, communicating and testing emergency preparedness and response plans.

Can your company demonstrate at the corporate level that it has systems in place to ensure its operations:

a. Develop and maintain emergency preparedness and response plans?

- 2 points** The company has company-wide systems in place to ensure its operations develop and maintain emergency preparedness and response plans, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to ensure its operations develop and maintain emergency preparedness and response plans, but there is limited evidence of the scope and/or content of these systems
OR
The company provides evidence that all its operations have developed emergency response plans
OR
The company has systems in place to ensure its operations develop and maintain emergency preparedness and response plans, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.
- 0.5 point** The company has systems in place to ensure its operations develop and maintain emergency preparedness and response plans, but these systems are limited to one specific category of emergencies/risks.

b. Systematically engage with local stakeholders (e.g. local authorities and communities) in the design of emergency response plans?

- 2 points** The company has company-wide systems in place to ensure its operations engage with local authorities and local communities in the design of emergency response plans, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its operations engage with local authorities and local communities in the design of emergency response plans, but there is limited evidence of the scope and/or content of these systems OR
The company has systems in place to ensure its operations engage with local authorities or local communities in the design of emergency response plans, and there is detailed evidence of the scope and content of these system, but these do not cover all of the company's activities
OR
The company has systems in place to ensure its operations engage with local authorities and local communities in the design of emergency response plans, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.
- 0.5 point** The company states that it engages with local stakeholders in the design of emergency response plans, but there is no information beyond narrative statement OR
The company provides evidence of only one or two operations having engaged with local stakeholders (authorities or communities).

c. Systematically engage with local stakeholders in the testing of these response plans?

- 2 points** The company has company-wide systems in place to ensure its operations engage with local authorities and local communities in the testing of these response plans, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its operations engage with local authorities and local communities in the testing of these response plans, but there is limited evidence of the scope and/or content of these systems
OR
The company has systems in place to ensure its operations engage with local authorities or local communities in the testing of these response plans, and there is detailed evidence of the scope and content of these systems, but not on a company wide basis.
- 0.5 point** The company states that it engages with local stakeholders in the testing of these response plans, but there is no information disclosed beyond a narrative description OR
The company provides evidence of only one or more isolated cases of operations having engaged with local stakeholders in the testing of these response plans.

C.03.2 The company has systems in place to ensure its operations identify, assess, avoid, and mitigate risks for workers and communities associated with pandemics and high-burden diseases that are relevant to the company's operations.

Can your company demonstrate at the corporate level that it has systems in place to ensure its operations:

a. Identify and assess risks for workers and affected communities associated with pandemics and high-burden diseases that are relevant to the company's operations?

- 2 points** The company has company-wide systems in place to ensure its operations identify and assess risks for workers and affected communities associated with pandemics and high-burden diseases that are relevant to the company's operations, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its operations identify and assess risks for workers and affected communities associated with pandemics and high-burden diseases [...], but there is limited evidence of the scope and/or content of these systems.
OR
The company has company-wide systems in place to ensure its operations identify and assess risks for workers and affected communities associated with pandemics OR high-burden diseases [...], and there is detailed evidence of the scope and content of these systems
OR
The company has company-wide systems in place to ensure its operations identify and assess risks for workers OR affected communities associated with pandemics and high-burden diseases [...], and there is detailed evidence of the scope and content of these systems
OR
The company has company-wide systems in place to ensure its operations identify and assess risks for workers and affected communities associated with pandemics and high-burden diseases [...], and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.
- 0.5 point** The company provides a limited narrative description of systems in place to ensure its operations identify and assess risks for workers or affected communities associated with pandemics or high-burden diseases [...], but there is no information about the scope, content and actual implementation of these systems
OR
The company provides evidence of only one or two cases of operations having identified and assessed risks for workers or affected communities associated with pandemics or high-burden diseases [...].

b. Develop strategies and plans, in collaboration with workers, to address identified risks for workers?

- 2 points** The company has company-wide systems in place to ensure its operations develop strategies and plans to address and mitigate identified risks for workers, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its operations develop strategies and plans to address and mitigate identified risks for workers, but there is limited evidence of the scope and/or content of these systems
OR
The company has systems in place to ensure its operations develop strategies and plans to address and mitigate identified risks for workers, and there is detailed evidence of the scope and content of these system, but these do not cover all of the company's activities
OR
The company has systems in place to ensure its operations develop strategies and plans to address and mitigate identified risks for workers, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis
- 0.5 point** The company states that it has systems in place to ensure its operations develop strategies and plans to address and mitigate identified risks for workers, but there is no information beyond narrative statement
OR
The company provides evidence of only one or two operations having developed strategies and plans to address and mitigate identified risks for workers.

c. Develop strategies and plans, in collaboration with affected communities, to address identified risks for affected communities?

- 2 points** The company has company-wide systems in place to ensure its operations develop strategies and plans to address and mitigate identified risks for project-affected communities, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its operations develop strategies and plans to address and mitigate identified risks for project-affected communities, but there is limited evidence of the scope and/or content of these systems
OR
The company has systems in place to ensure its operations develop strategies and plans to address and mitigate identified risks for project-affected communities, and there is detailed evidence of the scope and content of these system, but these do not cover all of the company's activities
OR
The company has systems in place to ensure its operations develop strategies and plans to address and mitigate identified risks for project-affected communities, and there is detailed evidence of the scope and content of these systems, but not on a company-wide.
- 0.5 point** The company states that it has systems in place to ensure its operations develop strategies and plans to address and mitigate identified risks for project-affected communities, but there is no information beyond narrative statement
OR
The company provides evidence of only one or two operations having developed strategies and plans to address and mitigate identified risks for project-affected communities.

C.03.3 The company publicly discloses all relevant information about financial assurance that is provided for disaster management and recovery, including insurance against tailings facility failure, throughout its operations.

Can your company demonstrate at the corporate level that it:

a. Publicly discloses all relevant information about financial assurance that is provided for disaster management and recovery, including insurance against tailings facility failure?

- 2 points** The company publicly discloses all relevant information about financial assurance that is provided for disaster management and recovery, including insurance against tailings facility failure.
- 1 point** The company publicly discloses some information about financial assurance that is provided for disaster management and recovery, including insurance against tailings facility failure.
- 0.5 point** The company publicly discloses some information about financial assurance that is provided for disaster management and recovery, but it does not include insurance against tailings facility failure.

b. Includes in this disclosure information on specific financial assurance provisions on a mine-site-disaggregated basis?

- 2 points** The company includes in this disclosure information on specific financial assurance provisions on a mine-site-disaggregated basis.
- 1 point** The company includes in this disclosure information on specific financial assurance provisions on a mine-site-disaggregated basis, but only for some mine sites
OR
The company includes in this disclosure information on specific financial assurance provisions on a country-disaggregated basis.
- 0.5 point** There is evidence of only one or two mine sites having disclosed this information.

c. Updates this information on a yearly basis?

- 2 points** The company updates this information on a yearly basis.
- 1 point** The company updates this information from time to time.
- 0.5 point** The company states it updates this information regularly, but there is no information beyond narrative statement.

C.04.1 The company tracks, reviews and acts to improve its performance on materials management to optimise re-use, repair, and recycling of goods used in their operations.

Can your company demonstrate that it systematically:

a. Tracks and discloses data, against targets and across successive time periods, on its performance on materials management to optimise re-use, repair, and recycling of goods used in their operations?

2 points

The company discloses recent company-wide data (within the assessment period) on its performance on materials management to optimise re-use, repair, and recycling of goods in their operations, and the data is compared against targets and across successive time periods.

1 point

The company discloses recent company-wide data (within the assessment period) on its performance on materials management to optimise re-use, repair, and recycling of goods in their operations, and the data is compared against targets but not compared across successive time periods

OR

The company discloses recent company-wide data (within the assessment period) on its performance on materials management to optimise re-use, repair, and recycling of goods in their operations, and the data is compared across successive time periods but not against targets

OR

The company discloses company-wide data on its performance on materials management to optimise re-use, repair, and recycling of goods in their operations,, and the data is compared against targets and across successive time periods, but the data is outdated (older than the assessment period)

OR

The company discloses recent data (within the assessment period) on its performance on materials management to optimise re-use, repair, and recycling of goods in their operations, and the data is compared against targets and across successive time periods, but the data does not cover all of the company's activities.

0.5 point

The company discloses recent company-wide data (within the assessment period) on its performance on materials management to optimise re-use, repair, and recycling of goods in their operations, but the data is not compared against targets neither across successive time periods

OR

The company discloses recent data (within the assessment period) on its performance on materials management to optimise re-use, repair, and recycling of goods in their operations, and the data is compared against targets but not compared across successive time periods and does not cover all of the company's activities

OR

The company discloses recent data (within the assessment period) on its performance on materials management to optimise re-use, repair, and recycling of goods in their operations, and the data is compared across successive time periods but not against targets and does not cover all of the company's activities

OR

The company discloses data on its performance on materials management to optimise re-use, repair, and recycling of goods in their operations, and the data is compared against targets and across successive time periods, but the data is outdated (older than the assessment period) and does not cover all of the company's activities.

b. Audits and/or reviews its performance on materials management to optimise re-use, repair, and recycling of goods used in their operations?

- 2 points** The company discloses detailed data on reviews and/or audits conducted within the assessment period to assess its performance on materials management to optimise re-use, repair, and recycling of goods in their operations.
- 1 point** The company discloses limited data on reviews and/or audits conducted within the assessment period to assess its performance on materials management to optimise re-use, repair, and recycling of goods in their operations.
- 0.5 point** The company states that regular reviews and/or audits its performance on on materials management to optimise re-use, repair, and recycling of goods in their operations are required and shall be conducted by an identified internal or external body, but there is no information on reviews and/or audits that were actually conducted, beyond statement.
- OR
- The company states that a relevant review/audit was carried out but gives no details on the content and scope of the audit

c. Takes responsive action, on the basis of the findings of these audits and/or reviews, to seek to improve its performance on materials management to optimise re-use, repair, and recycling of goods used in their operations?

- 2 points** The company discloses information on reviews and/or audits that were actually conducted and discloses data on how it has integrated recommendations and acted on findings to continuously improve performance on materials management to optimise re-use, repair, and recycling of goods in their operations.
- 1 point** The company states that it integrates the recommendations from these audits and/or reviews to continuously improve its performance on materials management to optimise re-use, repair, and recycling of goods in their operations, and has disclosed information on reviews and/or audits that were actually conducted, but there is no information on the integration of recommendations, beyond statement.
- 0.5 point** The company states that it integrates the recommendations from these audits and/or reviews to continuously improve its performance on on materials management to optimise re-use, repair, and recycling of goods in their operations, but there is no information on reviews and/or audits that were actually conducted, and thus no information on the integration of recommendations.

C.05.1 The company has systems in place to ensure its operations plan and manage post-closure transition in collaboration with affected communities, to seek to ensure continued viability of their livelihoods.

Can your company demonstrate that it has systems in place to ensure its operations:

a. Identify, from the earliest stage and in collaboration with local stakeholders, the impacts their closure will have on affected communities?

- 2 points** The company has company-wide systems in place to ensure its operations identify the impacts their closure will have on affected communities and there is evidence that these systems ensure that impact identification is done at an early stage and in consultation with local stakeholders.
- 1 point** The company has company-wide systems in place to ensure its operations identify the impacts their closure will have on affected communities, but there is no evidence that these systems ensure that impact identification involves consultation with local stakeholders
OR
The company has company-wide systems in place to ensure its operations identify the impacts their closure will have on affected communities but there is no evidence that these systems involve identification of impacts from an early stage
OR
The company has systems in place to ensure its operations identify the impacts their closure will have on affected communities and there is evidence that these systems ensure that impact identification is done at an early stage and in consultation with local stakeholders, but not on a company-wide basis.
- 0.5 point** The company provides a limited narrative description of systems to ensure its operations identify the impacts their closures will have on affected communities, but there is no information about the scope, content and actual implementation of these systems
OR
The company provides evidence of only one or two operations having identified the impacts their closure will have on affected communities.

b. Develop post-closure transition management plans from the earliest stage and in collaboration with local stakeholders, aimed at ensuring continued livelihood viability for affected communities?

- 2 points** The company has company-wide systems in place to ensure its operations develop post-closure transition management plans aimed at ensuring continued livelihood viability for affected communities and there is evidence that these systems ensure that plans are developed at an early stage and in collaboration with local stakeholders.
- 1 point** The company has company-wide systems in place to ensure its operations develop post-closure transition management plans aimed at ensuring continued livelihood viability for affected communities, but there is no evidence that these systems ensure collaboration with local stakeholders
OR
The company has company-wide systems in place to ensure its operations develop post-closure transition management plans aimed at ensuring continued livelihood viability for affected communities, but there is no evidence that these systems involve developing plans from an early stage
OR
The company has systems in place to ensure its operations develop post-closure transition management plans aimed at ensuring continued livelihood viability for affected communities and there is evidence that these systems ensure that developing plans is done at an early stage and in collaboration with local stakeholders, but there is no evidence of company-wide systems in place.
- 0.5 point** The company provides a limited narrative description of systems in place to ensure its operations develop post-closure transition management plans aimed at ensuring continued livelihood viability for affected communities, but there is no information about the scope, content and actual implementation of these systems
OR
The company provides evidence of only one or two operations having developed post-closure transition management plans aimed at ensuring continued livelihood viability for affected communities.

C.05.2 The company has systems in place to ensure its operations plan and manage post-closure transition in collaboration with workers, to seek to ensure them a just transition.

Can your company demonstrate at the corporate level that it has systems in place to ensure its operations:

a. Identify, from the earliest stage, the impacts their closure will have for workers?

- 2 points** The company has company-wide systems in place to ensure its operations identify the impacts their closure will have for workers, and there is evidence that these systems ensure that impact identification is done at an early stage.
- 1 point** The company has systems in place to ensure its operations identify the impacts their closure will have for workers, but there is no evidence that these systems involve identification of impacts from an early stage.
OR
The company has systems in place to ensure its operations identify the impacts their closure will have for workers, but not on company-wide basis.
- 0.5 point** The company provides a limited narrative description of its approach to ensure its operations identify the impacts their closures will have for workers, and there is no evidence of company-wide systems in place
OR
The company provides evidence of only one or two cases of operations having identified the impacts their closure will have for workers.

b. Develop post-closure transition management plans, from the earliest stage and in collaboration with workers, aimed at ensuring a just transition and continued livelihood viability for workers?

- 2 points** The company has company-wide systems in place to ensure its operations develop post-closure transition management plans, ensuring continued livelihood viability for workers, and there is evidence that these systems involve developing plans from an early stage and in collaboration with workers
- 1 point** The company provides evidence of systems to ensure its operations develop post-closure transition management plans, ensuring continued livelihood viability for workers, but there is no evidence that these systems ensure collaboration with local stakeholders
OR
The company provides evidence of systems to ensure its operations develop post-closure transition management plans, ensuring continued livelihood viability for workers, but there is no evidence that these systems involve developing plans from an early stage OR
The company provides detailed evidence of a generalised approach to ensure its operations develop post-closure transition management plans, ensuring continued livelihood viability for workers, but there is no evidence of company-wide systems in place.
- 0.5 point** The company provides a limited narrative description of systems in place to ensure its operations develop post-closure transition management plans, ensuring continued livelihood viability for workers, but there is no information about the scope, content and actual implementation of these systems.
OR
The company provides evidence of only one or two operations having developed post-closure transition management plans, ensuring continued livelihood viability for workers.

c. Develop partnerships with government, other industries or companies to address workers' livelihood needs?

- 2 points** The company has company-wide systems in place to develop partnerships with government, other industries or companies to address workers' livelihood needs, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems to ensure its operations develop partnerships with government, other industries or companies to address workers' livelihood needs, but there is limited evidence of the scope and/or content of these systems.
- 0.5 point** The company provides evidence of only one or two isolated cases of operations having developed develop partnerships with government, other industries or companies to address workers' livelihood needs.

C.05.3 The company tracks, reviews and acts to improve its performance on progressive mine rehabilitation.

Can your company demonstrate that it systematically:

a. Tracks and discloses data, against targets and across successive time periods, on its implementation of progressive rehabilitation plans throughout its operations?

- 2 points** The company discloses recent company-wide data (within the assessment period) on its implementation of progressive rehabilitation plans and the data is compared across successive time periods.
- 1 point** The company discloses recent company-wide data (within the assessment period) on its implementation of progressive rehabilitation plans, but the data is not disclosed across successive time periods
OR
The company discloses company-wide data on its implementation of progressive rehabilitation plans, and the data is compared across successive time periods, but the data is outdated (older than the assessment period).
- 0.5 point** The company discloses recent data (within the assessment period) on its implementation of progressive rehabilitation plans, but the data does not cover all of the company's activities
OR
The company discloses recent data (within the assessment period) showing rehabilitated areas compared across successive time periods, but there is no evidence that these relate to progressive rehabilitation of end-of-life closure management.

b. Audits and/or reviews its performance on progressive mine rehabilitation?

- 2 points** The company discloses detailed data on reviews and/or audits conducted within the assessment period to assess its performance on progressive mine rehabilitation.
- 1 point** The company discloses limited data on reviews and/or audits conducted within the assessment period to assess its performance on progressive mine rehabilitation.
- 0.5 point** The company states that regular reviews and/or audits its performance on progressive mine rehabilitation are required and shall be conducted by an identified internal or external body, but there is no information on reviews and/or audits that were actually conducted, beyond statement.
OR
The company states that a relevant review/audit was carried out but gives no details on the content and scope of the audit

c. Takes responsive action, on the basis of the findings of these audits and/or reviews, to seek to improve its performance on progressive mine rehabilitation?

- 2 points** The company discloses information on reviews and/or audits that were actually conducted and discloses data on how it has integrated recommendations and acted on findings to continuously improve performance on progressive mine rehabilitation.
- 1 point** The company states that it integrates the recommendations from these audits and/or reviews to continuously improve its performance on progressive mine rehabilitation, and has disclosed information on reviews and/or audits that were actually conducted, but there is no information on the integration of recommendations, beyond statement.
- 0.5 point** The company states that it integrates the recommendations from these audits and/or reviews to continuously improve its performance on progressive mine rehabilitation, but there is no information on reviews and/or audits that were actually conducted, and thus no information on the integration of recommendations.

C.05.4 The company discloses financial surety arrangements for socio-economic liabilities related to mine closure and post-closure.

Can your company demonstrate at the corporate level that it publicly:

a. Discloses financial surety arrangements for the closure of all its operations, related to workers and communities?

- 2 points** The company discloses financial surety arrangements for the closure of all its operations, and these relate to workers and communities.
- 1 point** The company discloses financial surety arrangements for the closure of all its operations, but these relate to workers only, or communities only.
- 0.5 point** The company discloses one or two examples of financial surety arrangements, and there is an indication on how these relate to workers or communities
OR
The company provides a limited narrative description of its approach to financial surety, and there is an indication on how these relate to workers or communities

b. Discloses financial arrangements to ensure coverage of longer-term socio-economic aspects of post-closure?

- 2 points** The company discloses financial arrangements to ensure coverage of longer term socio-economic aspects of post-closure, and these arrangements cover all of the company's activities.
- 1 point** The company discloses financial arrangements to ensure coverage of longer term socio-economic of post-closure, but these arrangements do not cover all of the company's activities.
- 0.5 point** The company discloses only one or two cases of operations having arranged financial surety to ensure coverage of longer-term socio-economic aspects of post-closure
OR
The company provides a limited narrative description of its approach to financial arrangements to ensure coverage of longer-term socio-economic aspects of post-closure, but does not disclose any financial arrangements.

c. Discloses this information on a project-disaggregated basis?

- 2 points** The company discloses the information on a project-disaggregated basis for all its operations.
- 1 point** The company discloses the information on a country-disaggregated basis.
- 0.5 point** The company discloses the information for one or two mine sites only.

C.06.1 The company has systems in place to identify and assess potential ESG risks, including human rights risks, associated with mergers, acquisitions and disposals.

Can your company demonstrate at the corporate level that it has systems in place to ensure its due diligence on mergers, acquisitions and disposals covers:

a. Salient environmental issues?

- 2 points** The company has company-wide systems in place to ensure its due diligence on mergers, acquisitions and disposals covers salient environmental issues and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its due diligence on mergers or acquisitions or disposals covers salient environmental issues.
- 0.5 point** The company provides evidence of only one or two cases of having covered salient environmental issues in mergers or acquisitions or disposals
OR
The company mentions that its due diligence on mergers or acquisitions or disposals covers salient environmental issues, but does not provide any additional information.

b. Salient social and human rights issues?

- 2 points** The company has company-wide systems in place to ensure its due diligence on mergers, acquisitions and disposals covers salient social and human rights issues and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its due diligence on mergers or acquisitions or disposals covers salient social or human rights issues.
- 0.5 point** The company provides evidence of only one or two cases of having covered social or salient human rights issues in mergers or acquisitions or disposals
OR
The company mentions that its due diligence on mergers or acquisitions or disposals covers salient social or human rights issues, but does not provide any additional information.

c. Salient governance issues?

- 2 points** The company has company-wide systems in place to ensure its due diligence on mergers, acquisitions and disposals covers salient governance issues and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its due diligence on mergers or acquisitions or disposals covers salient governance issues.
- 0.5 point** The company provides evidence of only one or two cases of having covered salient governance issues in mergers or acquisitions or disposals
OR
The company mentions that its due diligence on mergers or acquisitions or disposals covers salient governance issues, but does not provide any additional information.

D Community Wellbeing

D.01.1 The company commits to respect human rights, in accordance with the UN Guiding Principles on Business and Human Rights.

Can your company demonstrate at the corporate level that it has:

a. Formalised its commitment, that is endorsed by senior management, to respect human rights in accordance with the UNGPs?

- 2 points** The company commits to respect human rights in accordance with the UNGPs in a formal document which covers all of the company's activities and is endorsed by senior management.
- 1 point** The company commits to respect human rights in accordance with the UNGPs in a formal document which covers all of the company's activities, but there is no evidence that this commitment is endorsed by senior management
OR
The company commits to respect human rights in accordance with the UNGPs in a formal document which is endorsed by senior management, but does not cover all of the company's activities
OR
The company commits to respect human rights in a formal document which is endorsed by senior management, but it does not explicitly refer to the UNGPs.
- 0.5 point** The company refers to the need for respecting human rights, but does not make a clear commitment in a formal document which is endorsed by senior management

b. Assigned senior management or board-level responsibilities and accountability for carrying out this commitment?

- 2 points** The company has a senior management level and/or Board level function responsible for carrying out this commitment, and there is detailed information on its actual scope, role and accountability
- 1 point** The company has a senior management level and/or Board level function responsible for carrying out this commitment, but there is limited information on its actual scope, role and accountability
OR
The company provides evidence qualifying for a score of 2, but the company scored 1 under a).
- 0.5 point** The company briefly mentions a function at the senior management level and/or Board level for carrying out this commitment, but does not provide any additional information
OR
The company provides evidence qualifying for a score of 2 or 1, but the company scored 0.5 under a).

c. Committed financial and staffing resources to implement this commitment?

- 2 points** The company has company-wide operational-level teams responsible for coordinating efforts on respecting human rights
OR
The company conducts company-wide awareness and/or training programmes and/or workshops related to its commitment to respecting human rights, and there is detailed evidence of the specific financial and/or staffing resources committed
- 1 point** The company conducts company-wide awareness and/or training programmes and/or workshops related to respecting human rights, but there is limited information on the actual financial and/or staffing resources committed
OR
The company has company-wide operational-level teams responsible for coordinating efforts on respecting human rights, but only on some limited aspects of human rights OR
The company allocates financial and staffing resources to implement this commitment (awareness/training programmes/workshops and/or responsible teams), but not on a company-wide basis
OR
The company provides evidence qualifying for a score of 2, but the company scored 1 under a).
- 0.5 point** The company provides evidence of awareness and/or training programmes and/or workshops related to respecting human rights, but does not provide any additional information
OR
The company mentions the existence of programmes to implement the human rights policy
OR
The company mentions that human rights impact assessment have been conducted
OR
The company provides evidence qualifying for a score of 2 or 1, but the company scored 0.5 under a).

D.01.2 The company has systems in place, in accordance with the UN Guiding Principles on Business and Human Rights, to carry out regular human rights due diligence across all its operations, to assess and address human rights risks.

Can your company demonstrate at the corporate level that it:

a. Has systems in place to ensure its operations identify and assess salient impacts of their activities on human rights?

- 2 points** The company has company-wide systems in place to identify and assess salient impacts of its activities on human rights, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to ensure its operations identify and assess salient impacts of their activities on human rights, but not on company-wide basis OR
The company provides a description of its approach to identify and assess salient impacts of its activities on human rights, but there is no evidence of company-wide systems in place
OR
The company provides evidence of multiple cases of operations having identified and assessed salient impacts of its activities on human rights, but there is no evidence of company-wide systems in place.
- 0.5 point** The company states that it identifies and assesses salient impacts of its activities on human rights, but does not provide any additional information
OR
The company provides evidence of only one or two cases of operations having identified and assessed salient impacts of its activities on human rights
OR
The company provides evidence of systems in place to ensure its operations identify and assess salient impacts of their activities on human rights but it relates only to supply chain.

b. Has systems in place to ensure its operations develop strategies and plans to prevent, mitigate and account for how they address these identified impacts?

- 2 points** The company has company-wide systems in place to ensure its operations develop strategies and plans to prevent, mitigate and account for how it addresses these identified impact, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its operations develop strategies and plans to prevent, mitigate and account for how they address these identified impacts, but there is limited evidence of the scope and/or content of these systems
OR
The company has systems in place to ensure its operations develop strategies and plans to prevent, mitigate and account for how it addresses these identified impact, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.
- 0.5 point** The company states that it has systems in place to ensure its operations develop strategies and plans to prevent, mitigate and account for how they address these identified impacts, but there is no information about the scope, content and actual implementation of these systems
OR
The company provides evidence of only one or two operations having developed strategies and plans to prevent, mitigate and account for how they address these identified impacts.

c. Systematically tracks the implementation of these strategies and plans?

- 2 points** The company discloses recent data (within the assessment period) confirming the systematic, company-wide tracking of the implementation of these strategies and plans.
- 1 point** The company has company-wide systems in place to systematically track the implementation of these strategies and plans throughout its operations, but there is limited evidence of the actual use of such systems
OR
The company discloses recent data (within the assessment period) from the tracking of the implementation of strategies and plans at several of its operations, but there is no evidence of a systematic, company-wide approach.
- 0.5 point** The company states that it systematically tracks the implementation of these strategies and plans throughout its operations, but there is no information disclosed beyond a narrative description.

D.01.3 The company tracks, reviews and acts to improve its performance on preventing and remedying adverse impacts on human rights associated with its areas of operations.

Can your company demonstrate that it systematically:

a. Tracks and discloses data, across successive time periods, on its performance on preventing and remedying adverse impacts on human-rights across its mine sites, including number and nature of cases and actions taken in response?

- 2 points** The company discloses recent company-wide data (within the assessment period) on its performance on preventing and remedying adverse impacts on human-rights across its mine sites, including number and nature of cases and actions taken in response, and the data is disclosed across successive time periods.
- 1 point** The company discloses recent data (within the assessment period) on its performance on preventing and remedying adverse impacts on human-rights across its mine sites, including at least number and nature of cases, but the data is not disclosed across successive time periods
OR
The company discloses recent company-wide data (within the assessment period) on its performance on preventing and remedying adverse impacts on human-rights across its mine sites, including at least number and nature of cases, and the data is disclosed across successive time periods but does not cover all of the company's activities.
- 0.5 point** The company discloses recent data (within the assessment period) on its performance on preventing and remedying adverse impacts on human-rights across its mine sites, including number or nature of cases only
OR
The company discloses recent data (within the assessment period) on employees having received human rights training.

b. Audits and/or reviews the effectiveness of its measures taken to prevent and remedy adverse impacts on human rights?

- 2 points** The company discloses detailed data on reviews and/or audits conducted within the assessment period to assess its performance on preventing and remedying adverse impacts on human rights associated with its areas of operations.
- 1 point** The company discloses limited data on reviews and/or audits conducted within the assessment period to assess its performance on preventing and remedying adverse impacts on human rights associated with its areas of operations.
- 0.5 point** The company states that regular reviews and/or audits of its performance on preventing and remedying adverse impacts on human rights associated with its areas of operations are required and shall be conducted by an identified internal or external body, but there is no information on reviews and/or audits that were actually conducted, beyond statement.

c. Takes responsive action, based on the findings of these audits and/or reviews, to seek to improve the effectiveness of its measures taken to prevent and remedy adverse impacts on human rights?

- 2 points** The company discloses information on reviews and/or audits that were actually conducted, and discloses data on how it has integrated recommendations and acted on findings to continuously improve the effectiveness of its measures taken to prevent and remedy adverse impacts on human rights.
- 1 point** The company states that it integrates the recommendations from these audits and/or reviews to continuously improve the effectiveness of its measures taken to prevent and remedy adverse impacts on human rights, but there is limited information on the integration of recommendations.
- 0.5 point** The company states that it integrates the recommendations from audits and/or reviews to continuously improve the effectiveness of its measures taken to prevent and remedy adverse impacts on human rights, but there is no information on reviews and/or audits that were actually conducted, and thus no information on the integration of recommendations.

D.01.4 The company commits to respect the rights and protections accorded to human rights, land, environmental, and labour rights defenders in its areas of operations.

Can your company demonstrate at the corporate level that it has:

a. Formalised its commitment, that is endorsed by senior management, to respect the rights and protections accorded to human rights, land, environmental, and labour rights defenders in its areas of operations?

- 2 points** The company commits to respect the rights and protections accorded to human rights defenders in its areas of operations in a formal document which covers all of the company's activities and is endorsed by senior management.
- 1 point** The company commits to respect the rights and protections accorded to human rights defenders in its areas of operations in a formal document which covers all of the company's activities but there is no evidence that this commitment is endorsed by senior management
OR
The company commits to respect the rights and protections accorded to human rights defenders in its areas of operations in a formal document which is endorsed by senior management but does not cover all of the company's activities
OR
The company commits to respect some the rights and protections accorded to human rights defenders in its areas of operations in a formal document which is endorsed by senior management.
- 0.5 point** The company refers to the need for respecting the rights and protections accorded to human rights defenders in its areas of operations, but does not make a clear commitment in a formal document which is endorsed by senior management.

b. Assigned senior management or board-level responsibilities and accountability for carrying out this commitment?

- 2 points** The company has a senior management level and/or Board level function responsible for carrying out this commitment and there is detailed information on its actual scope, role and accountability.
- 1 point** The company has a senior management level and/or Board level function responsible for carrying out this commitment but there is limited information on its actual scope, role and accountability
OR
The company provides evidence qualifying for a score of 2, but the company scored 1 under a).
- 0.5 point** The company briefly mentions a function at the senior management level and/or Board level for carrying out this commitment, but does not provide any additional information
OR
The company provides evidence qualifying for a score of 2 or 1, but the company scored 0.5 under a)

c. Committed financial and staffing resources to implement this commitment?

2 points

The company has company-wide operational-level teams responsible for coordinating efforts to implement this commitment

OR

The company conducts company-wide awareness and/or training programmes and/ or workshops related to its commitment and there is detailed evidence of the specific financial and/or staffing resources committed.

1 point

The company conducts company-wide awareness and/or training programmes and/or workshops related to respecting the rights and protections accorded to human rights, land, environmental, and labour rights defenders, but there is limited information on the actual financial and/or staffing resources committed OR

The company has company-wide operational-level teams coordinating efforts on respecting the rights and protections accorded to human rights, land, environmental, and labour rights defenders, but only on some limited aspects

OR

The company allocates financial and/or staffing resources to implement this commitment (awareness/training programmes/workshops and/or responsible teams) but not on a company-wide basis

OR

The company provides evidence qualifying for a score of 2, but the company scored 1 under a).

0.5 point

The company mentions to conduct awareness and/or training programmes and/or workshops related to respecting the rights and protections accorded to human rights, land, environmental, and labour rights defenders, but does not provide any additional information

OR

The company provides evidence qualifying for a score of 2 or 1, but the company scored 0.5 under a).

D.02.1 The company has systems in place to ensure its operations manage security personnel and private security forces through vetting, investigation, reporting and appropriate disciplinary action, in line with the Voluntary Principles on Security and Human Rights.

Can your company demonstrate at the corporate level that it has systems in place to ensure its operations:

a. Review the background of security personnel and private security forces they intend to employ, particularly with regard to the use of excessive force, in order to not employ individuals credibly implicated in human rights abuses to provide security services?

- 2 points** The company has company-wide systems in place to ensure its operations review the background of security personnel and private security forces they intend to employ, particularly with regard to the use of excessive force and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its operations review the background of security personnel and private security forces they intend to employ, but there is no evidence that these systems address the use of excessive force
- OR
- The company has company-wide systems in place to ensure its operations review the background of security personnel and private security forces they intend to employ, particularly with regard to the use of excessive force but there is limited evidence of the scope and content of these systems
- OR
- The company has company-wide systems in place to ensure its operations review the background of security personnel and private security forces they intend to employ, particularly with regard to the use of excessive force and there is detailed evidence of the scope and content of these systems, but it does not cover all of company's activities.
- 0.5 point** The company states that it ensures its operations review the background of security personnel and private security forces they intend to employ, but there is no information beyond statement
- OR
- The company provides evidence of only one or two cases of operations having reviewed the background of security personnel and private security forces they intend to employ.

b. Require from security personnel and private security forces, including through contractual provisions in agreements with security providers, to investigate and report all cases where physical force is used, and to provide medical aid to injured persons, including to offenders?

- 2 points** The company has systems in place to ensure its operations require from security personnel and private security forces, including through contractual provisions in agreements with security providers, to investigate and report all cases where physical force is used, and to provide medical aid to injured persons, including to offenders, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to ensure its operations require from security personnel and private security forces, including through contractual provisions in agreements with security providers, to investigate and report all cases where physical force is used, and to provide medical aid to injured persons, including to offenders, and there is detailed evidence of the scope and content of these systems, but it does not cover all of company's activities.
- OR
- The company has systems in place to ensure its operations require from security personnel and private security forces to investigate and report all cases where physical force is used and/or to provide medical aid to injured persons, but there is limited evidence of the scope and content of these systems.
- 0.5 point** The company states it ensures its operations require from security personnel and private security forces to investigate and report all cases where physical force is used and/or to provide medical aid to injured persons, but there is no information beyond statement.
- OR
- The company provides evidence of only one or two cases of operations having required from security personnel and private security forces to investigate and report all cases where physical force is used and/or to provide medical aid to injured persons.

c. Conduct investigations of all unlawful or abusive behaviour towards workers or affected communities related to its security personnel and private security forces, and take appropriate disciplinary action?

2 points The company has systems in place to ensure its operations conduct investigations of all unlawful or abusive behaviour towards workers or affected communities related to its security personnel and private security forces, and take appropriate disciplinary action, and there is detailed evidence of the scope and content of these systems.

1 point The company has systems in place to ensure its operations conduct investigations of all unlawful or abusive behaviour towards workers or affected communities related to its security personnel and private security forces, and take appropriate disciplinary action, but there is detailed evidence of the scope and content of these systems

OR

The company has systems in place to ensure its operations conduct investigations of all unlawful or abusive behaviour towards workers or affected communities related to its security personnel and private security forces, and take appropriate disciplinary action, and there is detailed evidence of the scope and content of these systems, but it does cover all of the company's activities.

0.5 point The company states it ensures its operations conduct investigations of all unlawful or abusive behaviour towards workers or affected communities related to its security personnel and private security forces, and take appropriate disciplinary action, but there is no information beyond statement.

OR

The company provides evidence of only one or two cases of operations having conducted investigations of all unlawful or abusive behaviour towards workers or affected communities related to its security personnel and private security forces.

D.02.2 The company tracks, reviews and acts to improve its performance on supporting education and training of its security personnel, private, and public security forces, to prevent human rights abuses, in line with the Voluntary Principles on Security and Human Rights.

Can your company demonstrate that it systematically:

a. Tracks and discloses data, against targets and across successive time periods, on its performance on supporting education and training of its security personnel, private and public security forces, to prevent human rights abuses?

2 points

The company discloses recent company-wide data (within the assessment period) on its performance on supporting education and training of its security personnel, private and public security forces, to prevent human rights abuses.

1 point

The company discloses recent company-wide data (within the assessment period) on its performance on supporting education and training of its security personnel, private and public security forces, to prevent human rights abuses, and the data is compared against targets but not compared across successive time periods

OR

The company discloses recent company-wide data (within the assessment period) on its performance on supporting education and training of its security personnel, private and public security forces, to prevent human rights abuses, and the data is compared across successive time periods but not against targets

OR

The company discloses company-wide data on its performance on supporting education and training of its security personnel, private and public security forces, to prevent human rights abuses, and the data is compared against targets and across successive time periods, but the data is outdated (older than the assessment period)

OR

The company discloses recent data (within the assessment period) on its performance on supporting education and training of its security personnel, private and public security forces, to prevent human rights abuses, and the data is compared against targets and across successive time periods, but the data does not cover all of the company's activities.

0.5 point

The company discloses recent company-wide data (within the assessment period) on its performance on supporting education and training of its security personnel, private and/or public security forces, to prevent human rights abuses, but the data is not compared against targets neither across successive time periods

OR

The company discloses recent data (within the assessment period) on its performance on supporting education and training of its security personnel, private and/or public security forces, to prevent human rights abuses, and the data is compared against targets but not compared across successive time periods and does not cover all of the company's activities

OR

The company discloses recent data (within the assessment period) on its performance on supporting education and training of its security personnel, private and/or public security forces, to prevent human rights abuses, and the data is compared across successive time periods but not against targets and does not cover all of the company's activities

OR

The company discloses data on its performance on supporting education and training of its security personnel, private and/or public security forces, to prevent human rights abuses, and the data is compared against targets and across successive time periods, but the data is outdated (older than the assessment period) and does not cover all of the company's activities.

b. Audits and/or reviews the effectiveness of its measures taken to support education and training of its security personnel, private and public security forces, to prevent human rights abuses?

2 points The company discloses detailed data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its measures taken to support education and training of its security personnel, private and public security forces, to prevent human rights abuses.

1 point The company discloses limited data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its measures taken to support education and training of its security personnel, private and public security forces, to prevent human rights abuses.

0.5 point The company states that regular reviews and/or audits of the effectiveness of its measures taken to support education and training of its security personnel, private and/or public security forces, to prevent human rights abuses, but there is no information on reviews and/or audits that were actually conducted, beyond statement.

OR

The company states that a relevant review/audit was carried out but gives no details on the content and scope of the audit

c. Takes responsive action, based on the findings of these audits and/or reviews, to seek to improve the effectiveness of its measures taken to support education and training of its security personnel, private and public security forces, to prevent human rights abuses?

2 points The company discloses information on reviews and/or audits that were actually conducted and discloses data on how it has integrated recommendations and acted on findings to continuously improve the effectiveness of its measures taken to support education and training of its security personnel, private and public security forces, to prevent human rights abuses.

1 point The company states that it integrates the recommendations from these audits and/or reviews to continuously improve the effectiveness of its measures taken to support education and training of its security personnel, private and public security forces, to prevent human rights abuses, and has disclosed information on reviews and/or audits that were actually conducted, but there is no information on the integration of recommendations, beyond statement.

0.5 point The company states that it integrates the recommendations from these audits and/or reviews to continuously improve the effectiveness of its measures taken to support education and training of its security personnel, private and public security forces, to prevent human rights abuses, but there is no information on reviews and/or audits that were actually conducted, and thus no information on the integration of recommendations.

D.02.3 Where applicable, the company has systems in place to ensure its operations carry out enhanced due diligence to identify, assess, avoid, and mitigate risks for workers and communities specifically associated with the operations' presence in any conflict-affected and high-risk areas (CAHRAs), in line with the Voluntary Principles on Security and Human Rights.

Where applicable, can your company demonstrate at the corporate level that it:

a. Has systems in place to ensure its operations identify and assess risks for workers and communities specifically associated with their presence in any conflict-affected and high-risk areas?

2 points The company has company-wide systems in place to ensure its operations identify and assess risks for workers and communities associated with their presence in conflict-affected and high-risk areas, in line with the Voluntary Principles on Security and Human Rights.

1 point The company has company-wide systems in place to ensure its operations identify and assess risks for workers or communities associated with their presence in conflict-affected and high-risk areas, but there is limited evidence of the scope and/or content of these systems
OR

The company has systems in place to ensure its operations identify and assess risks for workers and communities associated with their presence in conflict-affected and high-risk areas, and there is detailed evidence of the scope and/or content of these systems, but not on a company-wide basis

0.5 point The company provides a limited narrative description of systems in place to ensure its operations identify and assess risks for workers or communities associated with their presence in conflict-affected or high-risk areas, but there is no information about the scope, content and actual implementation of these systems
OR

The company provides evidence of only one or two cases of operations having identified and assessed risks for workers or communities associated with their presence in conflict-affected or high-risk areas.

b. Has systems in place to ensure its operations develop strategies and plans to address these identified risks?

2 points The company has company-wide systems in place to ensure its operations develop strategies and plans to address these identified risks, and there is detailed evidence of the scope and content of these systems.

1 point The company has company-wide systems in place to ensure its operations develop strategies and plans to address these identified risks, but there is limited evidence of the scope and/or content of these systems
OR

The company has systems in place to ensure its operations develop strategies and plans to address these identified risks, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.

0.5 point The company provides a limited narrative description of systems in place to ensure its operations develop strategies and plans to address these identified risks, but there is no information about the scope, content and actual implementation of these systems
OR

The company provides evidence of only one or two operations having developed strategies and plans to address these identified risks.

c. Systematically tracks the implementation of these strategies and plans?

- 2 points** The company discloses recent data (within the assessment period) confirming the systematic, company-wide tracking of the implementation of these strategies and plans
- 1 point** The company has systems in place to systematically track the implementation of these strategies and plans throughout its operations, but not on a company-wide basis.
- 0.5 point** The company states that it systematically tracks the implementation of these strategies and plans throughout its operations, but there is no information disclosed beyond a narrative description
OR
The company provides evidence of a broader tracking system covering the implementation of strategies and plans but not of a dedicated tracking system.

D.03.1 The company has systems in place to ensure its operations take specific measures to enable the participation of women, youth and persons with disabilities in discussions and decision-making on matters that may impact them.

Can your company demonstrate at the corporate level that it has systems in place to ensure its operations take specific measures to enable the participation of:

a. Women in discussions and decision-making on matters that may impact them?

- 2 points** The company has company-wide systems in place to ensure its operations take specific measures to enable the participation of women in discussions and/or decision-making , and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to ensure its operations take specific measures to enable the participation of women in discussions and/or decision-making, but there is limited evidence of the scope and content of these systems
OR
The company has systems in place to ensure its operations take specific measures to enable the participation of vulnerable groups in discussions and/or decision-making, but there is no direct reference to women
OR
The company has systems in place to ensure its operations take specific measures to enable the participation of women in discussions and decision-making, but the systems only relate to community social investments.
- 0.5 point** The company provides evidence that some activities are conducted to develop mechanisms for women to participate in discussions or decision-making on matters that may impact them, but there is no evidence of a company-wide approaches or systems in place
OR
The company states that it provides opportunities for women to participate in discussions or decision-making on matters that may impact them, but does not provide any additional information
OR
The company has systems in place to ensure its operations engage with women, but systems are not specific enough regarding participation in discussions and/or decision-making

b. Youth in discussions and decision-making on matters that may impact them?

- 2 points** The company has company-wide systems in place to ensure its operations take specific measures to enable the participation of youth in discussions and/or decision-making and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to ensure its operations take specific measures to enable the participation of youth in discussions and/or decision-making, but there is limited evidence of the scope and content of these systems
OR
The company has systems in place to ensure its operations take specific measures to enable the participation of vulnerable groups in discussions and/or decision-making, but there is no direct reference to youth
OR
The company has systems in place to ensure its operations take specific measures to enable the participation of youth in discussions and decision-making, but the systems only relate to community social investments.
- 0.5 point** The company provides evidence that some activities are conducted to develop mechanisms for youth to participate in discussions or decision-making on matters that may impact them, but there is no evidence of company-wide approaches or systems in place
OR
The company states that it provides opportunities for the youth to participate in discussions or decision-making on matters that may impact them, but does not provide any additional information
OR
The company has systems in place to ensure its operations engage with youth, but the systems are not specific enough regarding participation in discussions and/or decision-making.

c. Persons with disabilities in discussions and decision-making on matters that may impact them?

- 2 points** The company has company-wide systems in place to ensure its operations take specific measures to enable the participation of persons with disabilities in discussions and/or decision-making and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to ensure its operations take specific measures to enable the participation of persons with disabilities in discussions and/or decision-making, but there is limited evidence of the scope and content of these systems
OR
The company has systems in place to ensure its operations take specific measures to enable the participation of vulnerable groups in discussions and/or decision-making, but there is no direct reference to persons with disabilities
OR
The company has systems in place to ensure its operations take specific measures to enable the participation of persons with disabilities in discussions and decision-making, but the systems only relates to community social investments.
- 0.5 point** The company provides evidence that some activities are conducted to develop mechanisms for persons with disabilities to participate in discussions or decision-making on matters that may impact them, but there is no evidence company-wide approaches or systems in place
OR
The company states that it provides opportunities for persons with disabilities to participate in discussions or decision-making on matters that may impact them, but does not provide any additional information
OR
The company has systems in place to ensure its operation engage with persons with disabilities, but the system is not specific enough regarding participation in discussions and/or decision-making.

D.03.2 The company tracks, reviews and acts to improve the quality of its relationships with affected communities.

Can your company demonstrate that it systematically:

a. Tracks and discloses data, against targets and across successive time periods, on the quality of its relationships with affected communities?

- 2 points** The company discloses recent company-wide data (within the assessment period) on the quality of its relationships with affected communities and the data is compared across successive time periods.
- 1 point** The company discloses recent company-wide data (within the assessment period) on the quality of its relationships with affected communities, but the data is not compared across successive time periods
OR
The company discloses recent data (within the assessment period) on the quality of its relationships with affected communities, and the data is compared across successive time periods, but does not cover all of the company's activities.
- 0.5 point** The company states that it tracks data on the quality of its relationships with affected communities, but does not disclose it
OR
The company provides evidence of only one or two cases of operations having tracked and disclosed data on the quality of their relationships with affected communities.

b. Audits and/or reviews the effectiveness of its measures taken to build and maintain trust-based relationships with affected communities?

- 2 points** The company discloses detailed data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its measures taken to build and maintain trust-based relationships with affected communities.
- 1 point** The company discloses limited data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its measures taken to build and maintain trust-based relationships with affected communities.
- 0.5 point** The company states that regular reviews and/or audits of the effectiveness of its measures taken to build and maintain trust-based relationships with affected communities are required and shall be conducted by an identified internal or external body, but there is no information on reviews and/or audits that were actually conducted, beyond statement.

c. Takes responsive action, on the basis of the findings of these audits and/or reviews, to seek to improve the effectiveness of its measures to build and maintain trust-based relationships with affected communities?

- 2 points** The company discloses information on reviews and/or audits that were actually conducted and discloses data on how it has integrated recommendations and acted on findings to continuously improve the effectiveness of its measures taken to build and maintain trust-based relationships with affected communities.
- 1 point** The company states that it integrates the recommendations from these audits and/ or reviews to continuously improve the effectiveness of its measures taken to build and maintain trust-based relationships with affected communities, and has disclosed information on reviews and/or audits that were actually conducted, but there is no information on the integration of recommendations, beyond statement.
- 0.5 point** The company states that it integrates the recommendations from these audits and/ or reviews to continuously improve the effectiveness of its measures taken to build and maintain trust-based relationships with affected communities but there is no information on reviews and/or audits that were actually conducted, and thus no information on the integration of recommendations.

D.04.1 The company has systems in place to ensure its operations encourage local entrepreneurship and support local business development, including for women.

Can your company demonstrate at the corporate level that it:

a. Has systems in place to ensure its operations develop strategies and plans to develop local entrepreneurship and businesses?

- 2 points** The company has company-wide systems in place to ensure its operations develop strategies and plans to develop local entrepreneurship and businesses, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to ensure its operations develop strategies and plans to develop local entrepreneurship and businesses, but there is limited evidence of the scope and/or content of these systems
OR
The company provides evidence of multiple cases of operations having developed strategies and plans to develop local entrepreneurship and businesses, but there is no evidence of company-wide systems in place
OR
The company has systems in place to ensure its operations develop strategies and plans to develop local entrepreneurship and businesses, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.
- 0.5 point** The company provides evidence that some activities are conducted to develop local entrepreneurship and businesses, but there is no evidence of company-wide approaches or systems in place
OR
The company states that it has systems in place to ensure its operations develop local entrepreneurship and businesses, but there is no information about the scope, content and actual implementation of these systems.

b. Has systems in place to ensure its operations actively include women in these strategies and plans?

- 2 points** The company has company-wide systems in place to ensure its operations actively include women in these strategies and plans, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to ensure its operations actively include women in these strategies and plans, but there is limited evidence of the scope and/or content of these systems
OR
The company has systems in place to ensure its operations actively include women in these strategies and plans, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis
- 0.5 point** The company states that it has systems in place to ensure its operations actively include women in these strategies and plans, but there is no information about the scope, actual content and implementation of these systems
OR
The company provides evidence of only one or two operations having actively included women in these strategies and plans.

c. Systematically tracks the implementation of these strategies and plans?

- 2 points** The company discloses recent data (within the assessment period) confirming the systematic, company-wide tracking of the implementation of these strategies and plans
- 1 point** The company has systems in place to systematically track the implementation of these strategies and plans throughout its operations, but there is limited evidence of the actual use of such systems
OR
The company discloses actual recent data from the tracking of the implementation of strategies and plans at several of its operations, but there is no evidence of a systematic, company-wide approach.
- 0.5 point** The company states that it systematically tracks the implementation of these strategies and plans throughout its operations, but there is no information disclosed beyond a narrative description
OR
The company provides evidence of only one or two isolated cases of operations where the implementation of these strategies and plans is tracked.

D.04.2 The company has systems in place to ensure its operations develop local procurement opportunities, including for women.

Can your company demonstrate at the corporate level that it:

a. Has systems in place to ensure its operations develop strategies and plans to develop local procurement opportunities?

- 2 points** The company has company-wide systems in place to ensure its operations develop strategies and plans to develop local procurement opportunities, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its operations develop strategies and plans to develop local procurement opportunities, but there is limited evidence of the scope and/or content of these systems
OR
The company has systems in place to ensure its operations develop strategies and plans to develop local procurement opportunities, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.
- 0.5 point** The company provides evidence that some activities are conducted to develop local procurement opportunities, but there is no evidence of company-wide approaches or systems in place
OR
The company states that it has systems in place to ensure its operations develop local procurement opportunities, but there is no information about the scope, content and actual implementation of these systems.

b. Has systems in place to ensure its operations actively include women in these strategies and plans?

- 2 points** The company has company-wide systems in place to ensure its operations actively include women in these strategies and plans, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its operations actively include women in these strategies and plans, but there is limited evidence of the scope and/or content of these systems
OR
The company has systems in place to ensure its operations actively include women in these strategies and plans, and there is detailed evidence of the scope and content of these systems, but not on a company-wide-basis.
- 0.5 point** The company states that it has systems in place to ensure its operations actively include women in these strategies and plans, but there is no information about the scope, content and actual implementation of these systems
OR
The company provides evidence of only one or two operations having actively included women in these strategies and plans.

c. Systematically tracks the implementation of these strategies and plans?

- 2 points** The company discloses recent data (within the assessment period) confirming the systematic, company-wide tracking of the implementation of these strategies and plans
- 1 point** The company has systems in place to systematically track the implementation of these strategies and plans throughout its operations, but there is limited evidence of the actual use of such systems
OR
The company discloses recent data (within the assessment period) from the tracking of the implementation of strategies and plans at several of its operations, but there is no evidence of a systematic, company-wide approach
OR
The company requires to conduct such tracking in a formal standard (disclosed), but there is limited evidence of the actual use of such systems.
- 0.5 point** The company states that it systematically tracks the implementation of these strategies and plans throughout its operations, but there is no information disclosed beyond a narrative description
OR
The company provides evidence of only one or two isolated cases of operations where the implementation of these strategies and plans is tracked.

D.04.3 The company has systems in place to ensure its operations conduct and disclose regular assessments of the impacts of their activities on women, youth and children.

Can your company demonstrate that it has systems in place to ensure its operations:

a. Conduct and disclose regular assessment of the impacts of their activities on women?

- 2 points** The company has company-wide systems in place to ensure its operations conduct and disclose regular assessments of the impact of their activities on women, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to ensure its operations conduct and disclose assessments of the impact of their activities on women, but there is no evidence showing that this is done on a regular basis.
- 0.5 point** The company provides evidence of only one or two cases of operations having conducted an assessment of the impact of their activities on women, but there is no evidence of company-wide systems in place
OR
The company mentions that it conducts assessments of the impact of their activities on women, but does not provide any additional information.

b. Conduct and disclose regular assessment of the impacts of their activities on youth?

- 2 points** The company has company-wide systems in place to ensure its operations conduct and disclose regular assessments of the impact of their activities on youth, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to ensure its operations conduct and disclose assessments of the impact of their activities on youth, but there is no evidence this is done on a regular basis.
- 0.5 point** The company provides evidence of only one or two cases of operations having conducted assessments of the impact of their activities on youth, but there is no evidence of a company-wide system in place
OR
The company mentions that it conducts assessments of the impact of their activities on youth, but does not provide any additional information.

c. Conduct and disclose regular assessment of the impacts of their activities on children?

- 2 points** The company has company-wide systems in place to ensure its operations conduct and disclose regular assessments of the impact of their activities on children, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to ensure its operations conduct and disclose assessments of the impact of their activities on children, but there is no evidence this is done on a regular basis.
- 0.5 point** The company provides evidence of only one or two cases of operations having conducted assessments of the impact of their activities on children, but there is no evidence of company-wide systems in place
OR
The company mentions that it conducts assessment of the impact of their activities on children, but does not provide any additional information.

D.05.1 The company has systems in place to ensure its operations identify, assess, avoid, and mitigate their adverse impacts on land use and access to land by affected communities.

Can your company demonstrate at the corporate level that it:

a. Has systems in place to ensure its operations identify and assess their adverse impacts on land use and access to land by affected communities?

- 2 points** The company has company-wide systems in place to ensure its operations identify and assess their adverse impacts on land use and access to land by affected communities, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to ensure its operations identify and assess their adverse impacts on land use and access to land by affected communities, but there is limited evidence of the scope and/or content of these systems
OR
The company has systems in place to ensure its operations identify and assess their adverse impacts on land use and access to land by affected communities, and there is detailed evidence of the scope and content of these systems, but not on a company- wide basis
- 0.5 point** The company provides a limited narrative description of systems to ensure its operations identify and assess their adverse impacts on land use and access to land by affected communities, but there is no information about the scope, content and actual implementation of these systems
OR
The company provides evidence of only one or two cases of operations having identified and assessed their adverse impacts on land use and access to land by affected communities.

b. Has systems in place to ensure its operations develop strategies and plans to minimise and mitigate these adverse impacts?

- 2 points** The company has company-wide systems to ensure its operations develop strategies and plans to minimise and mitigate these adverse impacts, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to ensure its operations develop strategies and plans to minimise and mitigate these adverse impacts, but there is limited evidence of the scope and/or content of these systems
OR
The company has systems to ensure its operations develop strategies and plans to minimise and mitigate these adverse impacts, and there is detailed evidence of the scope and content of these systems, but not on a company- wide basis.
- 0.5 point** The company provides a limited narrative description of systems in place to ensure its operations develop strategies and plans to minimise and mitigate these adverse impacts, but there is no information about the scope, content and actual implementation of these systems
OR
The company provides evidence of only one or two operations having developed strategies and plans to minimise and mitigate these adverse impacts.

c. Systematically tracks the implementation of these strategies and plans?

- 2 points** The company discloses recent data (within the assessment period) confirming the systematic, company-wide tracking of the implementation of these strategies and plans.
- 1 point** The company has systems in place to systematically track the implementation of these strategies and plans throughout its operations, but there is limited evidence of the actual use of such systems
OR
The company discloses actual recent data from the tracking of the implementation of strategies and plans at several of its operations, but there is no evidence of a systematic, company-wide approach.
- 0.5 point** The company states that it systematically tracks the implementation of these strategies and plans throughout its operations, but there is no information disclosed beyond a narrative description
OR
The company discloses actual recent data from the tracking of the implementation of strategies and plans, but it covers only some limited aspects of their adverse impacts on land use and access to land by affected communities.

D.06.1 The company has systems in place to ensure its operations identify, assess, avoid, and mitigate their impacts on community health.

Can your company demonstrate at the corporate level that it:

a. Has systems in place to ensure its operations conduct and disclose regular assessments of their impacts on community health?

- 2 points** The company has company-wide systems in place to ensure its operations conduct and disclose regular assessments of community health impacts, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to ensure its operations conduct assessments of community health impacts, but not to ensure their disclosure
OR
The company has community health-related company-wide systems in place, but they do not specifically address the assessment of impacts
OR
The company has company-wide systems in place to ensure its operations conduct and disclose regular assessments of community health impacts, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.
- 0.5 point** The company provides evidence of only one or two cases of operations having assessed their impacts on community health
OR
The company provides evidence of action taken to understand community health impacts, but there is no evidence of company-wide approaches or systems in place to conduct and disclose regular assessments.
OR
The company provides a limited narrative description of systems to ensure its operations conduct assessments of their impacts on community health, but there is no information about the scope, content and actual implementation of these systems
OR
The company mentions the existence of programmes, but these address only community safety.

b. Has systems in place to ensure its operations develop strategies and plans to address these impacts?

- 2 points** The company has company-wide systems in place to ensure its operations develop strategies and plans to address community health impacts, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its operations develop strategies and plans to address these impacts, but there is limited evidence of the scope and/or content of these systems
OR
The company has systems in place to ensure its operations develop strategies and plans to address community health impacts, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.
- 0.5 point** The company mentions activities to address community health impacts, but does not disclose information regarding the scope and content of these activities and there is no evidence of company-wide systems in place.
OR
The company has systems in place to ensure its operations conduct environmental impact assessments (or similar) which include a brief mention of public/community health.

c. Systematically tracks the implementation of these strategies and plans?

- 2 points** The company discloses recent data (within the assessment period) confirming the systematic, company-wide tracking of the implementation of these strategies and plans.
- 1 point** The company has systems in place to track the implementation of strategies and plans to address community health impacts, but does not disclose results relating to this tracking.
- 0.5 point** n/a

D.07.1 The company tracks, reviews and acts to improve its performance on managing any impacts of its activities on women.

Can your company demonstrate that it systematically:

a. Tracks and discloses data, against targets and across successive time periods, on its performance on managing the impacts of its activities on women, including mine-site-disaggregated data on the regular implementation of gender impact assessment processes?

- 2 points** The company discloses recent company-wide data (within the assessment period) on its performance on managing the impacts of its activities on women, including mine-site-disaggregated data on the regular implementation of gender impact assessment processes, and the data is compared across successive time periods.
- 1 point** The company discloses recent company-wide data (within the assessment period) on its performance on managing the impacts of its activities on women, but the data is not compared across successive time periods.
OR
The company discloses recent data (within the assessment period) on its performance on managing the impacts of its activities on women and the data is compared across successive time periods, but does not cover all of the company's activities.
- 0.5 point** The company discloses recent data (within the assessment period) on its performance on managing the impacts of its activities on women, but the data is not compared across successive time periods and does not cover all of the company's activities.

b. Audits and/or reviews the effectiveness of its measures taken to manage the impacts of its activities on women?

- 2 points** The company discloses detailed data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its measures taken to manage the impacts of its activities on women.
- 1 point** The company discloses limited data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its measures taken to manage the impacts of its activities on women.
- 0.5 point** The company states that regular reviews and/or audits of the effectiveness of its measures taken to manage the impacts of its activities on women are required and shall be conducted by an identified internal or external body, but there is no information on reviews and/or audits that were actually conducted, beyond statement.

c. Takes responsive action, on the basis of the findings of these audits and/or reviews, to seek to improve the effectiveness of its measures taken to manage the impacts of its activities on women?

- 2 points** The company discloses information on reviews and/or audits that were actually conducted, and discloses data on how it has integrated recommendations and acted on findings to continuously improve the effectiveness of its measures taken to manage the impacts of its activities on women.
- 1 point** The company states that it integrates the recommendations from these audits and/or reviews to continuously improve the effectiveness of its measures taken to manage the impacts of its activities on women, and has disclosed information on reviews and/or audits that were actually conducted, but there is no information on the integration of recommendations, beyond statement.
- 0.5 point** The company states that it integrates the recommendations from these audits and/or reviews to continuously improve the effectiveness of its measures taken to manage the impacts of its activities on women, but there is no information on reviews and/or audits that were actually conducted, and thus no information on the integration of recommendations.

D.08.1 Where applicable, the company has systems in place to ensure its operations design and implement, through inclusive participation, strategies and plans to respect the rights, interests, and needs of Indigenous Peoples potentially affected by its operations, in line with the UN Declaration on the Rights of Indigenous Peoples.

Where applicable, can your company demonstrate at the corporate level that it has systems in place to ensure its operations:

a. Identify, through inclusive participation, all Indigenous Peoples potentially affected by current and planned mines and associated facilities?

- 2 points** The company has company-wide systems in place to ensure its operations identify, through inclusive participation, all Indigenous Peoples groups potentially affected by current and planned mines and associated facilities, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its operations identify all Indigenous Peoples groups potentially affected by current and planned mines and associated facilities, but there is no evidence that these systems ensure inclusive participation
OR
The company has systems in place to ensure its operations identify, through inclusive participation, all Indigenous Peoples groups potentially affected by current and planned mines and associated facilities, but not on a company-wide basis.
- 0.5 point** The company provides evidence of activities or outcomes related to identifying Indigenous Peoples groups potentially affected by current and planned mines and associated facilities, but there is no evidence of systems in place
OR
The company has systems in place to ensure its operations have a planned approach to engage with Indigenous Peoples groups, but these do not clearly relate to the identification of all affected groups.

b. Identify, through inclusive participation, the rights, interests and needs of these Indigenous Peoples?

- 2 points** The company has company-wide systems in place to ensure its operations identify, through inclusive participation, the rights, interests and needs of these Indigenous Peoples groups, and there is detailed evidence of the scope and content of these systems
OR
The company has company-wide systems in place to ensure its operations conduct social and environmental impact assessments in the context of identified Indigenous Peoples groups, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to ensure its operations identify the rights, interests and needs of these Indigenous Peoples, but these do not clearly ensure inclusive participation.
- 0.5 point** The company states that it respects the rights, interests and needs of these Indigenous Peoples groups, but there is no evidence of company-wide systems in place to identify, through inclusive participation, the rights, interests and needs of these Indigenous Peoples
OR
The company shows evidence of activities or outcomes related to identifying Indigenous Peoples' rights, interests and needs, but there is no evidence of company- wide systems in place.

c. Develop and implement strategies and plans, through inclusive participation, to respect the rights, interests and needs of these Indigenous Peoples?

- 2 points** The company has company-wide systems in place to ensure its operations develop and implement strategies and plans, through inclusive participation, to address to respect the rights, interests and needs of these Indigenous Peoples groups, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company provides evidence of some of its operations having developed and implemented strategies and plans to address respect the rights, interests and needs of these Indigenous Peoples groups, but there is no evidence of a company-wide system
OR
The company has systems in place to ensure its operations develop agreements with Indigenous Peoples groups, but these systems do not clearly include the development and implementation of strategies and plans to respect the rights, interests and needs of these Indigenous Peoples groups.
- 0.5 point** The company shows evidence of limited activities relating to its operations developing and implementing strategies and plans to to respect the rights, interests and needs of these Indigenous Peoples groups, but there is no evidence of a company-wide system.
OR
The company states that it develops and implements strategies and plans to respect the rights, interests and needs of these Indigenous Peoples, but there is no information disclosed beyond a narrative description.

D.08.2 Where applicable, the company tracks, reviews and acts to improve its performance on respecting the rights and aspirations of Indigenous Peoples and avoiding adverse impacts on their livelihoods and heritage.

Where applicable, can your company demonstrate that it systematically:

a. Tracks and discloses data, across successive time periods, on its performance on respecting the rights and aspirations of any Indigenous Peoples potentially affected by current and planned mines and associated facilities, as well as on avoiding adverse impacts on their livelihoods and heritage?

2 points The company discloses recent company-wide data (within the assessment period) on its performance on respecting the rights and aspirations of any Indigenous Peoples potentially affected by current and planned mines and associated facilities, as well as on avoiding adverse impacts on their livelihoods and heritage, and the data is compared against targets and across successive time periods.

1 point The company discloses recent data on its performance on respecting the rights and aspirations of any Indigenous Peoples potentially affected by current and planned mines and associated facilities, as well as on avoiding adverse impacts on their livelihoods and heritage, but the data is not comprehensive enough (e.g. not on a company-wide basis, not on planned mines, not across successive time periods, does not address all relevant rights, aspirations, impacts,...)

OR

The company discloses recent data (within the assessment period), but only on one dimension, and discloses a full agreement/plan.

0.5 point The company states that it tracks its performance on respecting the rights and aspirations of any Indigenous Peoples potentially affected by current and planned mines and associated facilities, and/or on avoiding adverse impacts on their livelihoods and heritage, but does not disclose any data

OR

The company provides evidence of only one or two cases of operations having tracked and disclosed data on their performance on respecting the rights and aspirations of any Indigenous Peoples potentially affected by current and planned mines and associated facilities, and/or on avoiding adverse impacts on their livelihoods and heritage

OR

The company discloses recent data (within the assessment period), but the data is not compared across successive time periods and covers only one dimension.

b. Audits and/or reviews, against a baseline and/or target(s), the effectiveness of its measures taken to respect the rights and aspirations of all Indigenous Peoples potentially affected by current and planned mines and associated facilities, as well as on avoiding adverse impacts on their livelihoods and heritage?

2 points The company discloses detailed data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its measures taken to respect the rights and aspirations of all Indigenous Peoples potentially affected by current and planned mines and associated facilities, as well as on avoiding adverse impacts on their livelihoods and heritage.

1 point The company discloses limited data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its measures taken to respect the rights and aspirations of all Indigenous Peoples potentially affected by current and planned mines and associated facilities, as well as on avoiding adverse impacts on their livelihoods and heritage.

0.5 point The company states that regular reviews and/or audits of the effectiveness of its measures taken to respect the rights and aspirations of all Indigenous Peoples potentially affected by current and planned mines and associated facilities, as well as on avoiding adverse impacts on their livelihoods and heritage are required and shall be conducted by an identified internal or external body, but there is no information on reviews and/or audits that were actually conducted, beyond statement.

c. Takes responsive action, based on the findings of these audits and/or reviews, to seek to improve its performance on respecting the rights and aspirations of any Indigenous Peoples potentially affected by current and planned mines and associated facilities, as well as on avoiding adverse impacts on their livelihoods and heritage?

- 2 points** The company discloses information on reviews and/or audits that were actually conducted and discloses data on how it has integrated recommendations and acted on findings to continuously improve its performance on respecting the rights and aspirations of any Indigenous Peoples potentially affected by current and planned mines and associated facilities, as well as on avoiding adverse impacts on their livelihoods and heritage.
- 1 point** The company states that it integrates the recommendations from these audits and/or reviews to continuously improve its performance on respecting the rights and aspirations of any Indigenous Peoples potentially affected by current and planned mines and associated facilities, as well as on avoiding adverse impacts on their livelihoods and heritage, and has disclosed information on reviews and/or audits that were actually conducted, but there is no information on the integration of recommendations, beyond statement.
- 0.5 point** The company states that it integrates the recommendations from these audits and/or reviews to continuously improve its performance on respecting the rights and aspirations of any Indigenous Peoples potentially affected by current and planned mines and associated facilities, as well as on avoiding adverse impacts on their livelihoods and heritage, but there is no information on reviews and/or audits that were actually conducted, and thus no information on the integration of recommendations.

D.09.1 The company commits to respect the right of Indigenous Peoples to Free, Prior and Informed Consent (FPIC), and to support the extension of the principle of FPIC to other project-affected groups.

Can you company demonstrate at the corporate level that it has:

a. Formalised its commitment, that is endorsed by senior management, to respect the rights of Indigenous Peoples to FPIC and to support the extension the principle of FPIC to other project-affected groups?

- 2 points** The company commits to respect the rights of Indigenous Peoples to FPIC and to support the extension the principle of FPIC to other project-affected groups in a formal document which covers all of the company's activities and is endorsed by senior management.
- 1 point** The company commits to respect the rights of Indigenous Peoples to FPIC and to support the extension of the principle of FPIC to other project-affected groups in a formal document which covers all of the company's activities, but there is no evidence that this commitment is endorsed by senior management
OR
The company commits to respect the rights of Indigenous Peoples to FPIC and to support the extension of the principle of FPIC to other project-affected groups in a formal document which is endorsed by senior management but does not cover all of the company's activities
OR
The company commits to respect the rights of Indigenous Peoples to FPIC in a formal document which is endorsed by senior management but the commitment covers only some limited aspects or does not mention the extension of the principle of FPIC to other project-affected groups.
OR
The company commits to 'work to obtain the consent of Indigenous Peoples' in a formal document and this commitment extends to other project-affected groups
- 0.5 point** The company refers to the need for respecting the rights of Indigenous Peoples to FPIC, but does not make a clear commitment in a formal document which is endorsed by senior management
OR
The company commits to 'work to obtain the consent of Indigenous Peoples' in a formal document
OR
The company refers to meeting the requirement as expressed in ICMC Position Statement on IPs and/or IFC PS 7

b. Assigned senior management or board-level responsibilities and accountability for carrying out this commitment?

- 2 points** The company has a senior management level and/or Board level function responsible for carrying out this commitment and there is detailed information on its actual scope, role and accountability.
- 1 point** The company has a senior management level and/or Board level function responsible for carrying out this commitment but there is limited information on its actual scope, role and accountability
OR
The company provides evidence qualifying for a score of 2, but the company scored 1 under a).
- 0.5 point** The company briefly mentions a function at the senior management level and/or Board level for carrying out this commitment, but does not provide any additional information
OR
The company provides evidence qualifying for a score of 2 or 1, but the company scored 0.5 under a).

c. Committed financial and staffing resources to implement this commitment?

- 2 points** The company has company-wide operational-level teams responsible for coordinating efforts on respecting the rights of Indigenous Peoples to FPIC and supporting the extension the principle of FPIC to other project-affected groups
OR
The company conducts company-wide awareness and/or training programmes and/ or workshops related to its commitment and there is detailed evidence of the specific financial and/or staffing resources committed.
- 1 point** The company conducts company-wide awareness and/or training programmes and/ or workshops related to the rights of Indigenous Peoples to FPIC, but there is limited information on the actual financial and/or staffing resources committed
OR
The company has company-wide operational-level teams responsible for coordinating efforts on respecting the rights of Indigenous Peoples to FPIC but only on some limited aspects of the rights of Indigenous Peoples to FPIC or does not mention the extension the principle of FPIC to other project-affected groups.
OR
The company allocates resources to implement this commitment (awareness/training programmes/workshops and/or responsible teams) but not on a company-wide basis OR
The company provides evidence qualifying for a score of 2, but the company scored 1 under a).
- 0.5 point** The company discloses limited information on company-wide awareness/training programmes/workshops or operational-level teams related to FPIC
OR
The company provides evidence qualifying for a score of 2 or 1, but the company scored 0.5 under a).

D.10.1 Where applicable, the company has systems in place to ensure its operations identify, assess, avoid, and mitigate the potential impacts of the involuntary physical and/or economic displacement of project-affected people.

Where applicable, can your company demonstrate at the corporate level that it has systems in place to ensure its operations:

a. Assess the potential impacts of the involuntary physical and/or economic displacement of project-affected people?

2 points The company has company-wide systems in place to ensure its operations assess the potential impacts of involuntary physical and/or economic displacement of project-affected people, and there is detailed evidence of the scope and content of these systems.

1 point The company has systems in place to ensure its operations assess the potential impacts of involuntary physical and/or economic displacement of project-affected people, but there is limited evidence of the scope and/or content of these systems OR
The company has systems in place to ensure its operations assess the potential impacts of involuntary physical and/or economic displacement of project-affected people, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.

0.5 point The company states that it has systems in place to ensure its operations assess the potential impacts of the involuntary physical and/or economic displacement of project-affected people, but there is no information about the scope, content and actual implementation of these systems
OR
The company provides evidence of limited activities relating to assessing the potential impacts of involuntary physical and/or economic displacement of project-affected people, but there is no evidence of company-wide approaches or systems in place.

b. Develop strategies and plans to avoid, minimise and mitigate negative impacts?

2 points The company has company-wide systems in place to ensure its operations develop strategies and plans to avoid, minimise and mitigate negative impacts, and there is detailed evidence of the scope and content of these systems
OR
The company has company-wide systems in place to ensure its operations develop strategies and plans to avoid, minimise and mitigate negative impacts, and provides examples of application of these systems, but there is limited evidence of the scope and/or content of these systems

1 point The company has systems in place to ensure its operations develop strategies and plans to avoid, minimise and mitigate negative impacts, but there is limited evidence of the scope and/or content of these systems
OR
The company provides evidence of multiple cases of operations having developed strategies and plans to avoid, minimise and mitigate negative impacts, but there is no evidence of company-wide systems in place
OR
The company has systems in place to ensure its operations develop strategies and plans to avoid, minimise and mitigate negative impacts, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.

0.5 point The company states that it has systems in place to ensure its operations develop strategies and plans to avoid, minimise and mitigate negative impacts, but there is no information about the scope, content and actual implementation of these systems OR
The company shows evidence of limited activities related to developing strategies and plans to avoid, minimise and mitigate negative impacts, but there is no evidence of company-wide systems in place.

c. *Involve project-affected people in the assessment of impacts and in the development of strategies to manage these impacts?*

2 points The company has company-wide systems in place to ensure its operations involve project-affected people in the assessment of impacts and in the development of strategies to manage these, and there is detailed evidence of the scope and content of these systems.

1 point The company has systems in place to ensure its operations involve project-affected people in resettlement activities, but does not specifically refer to involving project-affected people in the assessment of impacts and in the development of strategies to manage these
OR

The company provides evidence of multiple cases of operations having involved project-affected people in resettlement activities, but there is no evidence of company-wide systems in place.

0.5 point The company has systems in place to ensure its operations involve project-affected people in the assessment of impacts and in the development of strategies to manage these, but there is no information about the scope, content and actual implementation of these systems.
OR

The company shows evidence of limited activities related to involving project-affected people in resettlement activities, but there is no evidence of company-wide systems in place OR

The company mentions the existence of guidelines that provide guidance on engaging with people affected by the resettlement, but these are not disclosed and no/very limited details are provided.

D.10.2 Where applicable, the company tracks, reviews and acts to improve its performance on ensuring that livelihoods are improved or restored following any involuntary resettlement.

Where applicable, can your company demonstrate that it systematically:

a. *Tracks and discloses data, against targets and against targets and across successive time periods, on its performance on ensuring that livelihoods are improved or restored following any involuntary resettlement?*

2 points The company discloses recent company-wide data (within the assessment period) on its performance on ensuring that livelihoods are improved or restored following any involuntary resettlement and the data is compared against targets and across successive time periods.

1 point The company discloses recent company-wide data (within the assessment period) on its performance on ensuring that livelihoods are improved or restored following involuntary resettlements, and the data is compared against targets but not compared across successive time periods
OR

The company discloses recent company-wide data (within the assessment period) on its performance on ensuring that livelihoods are improved or restored following involuntary resettlement and the data is compared across successive time periods but not disclosed against targets

OR

The company discloses company-wide data on its performance on ensuring that livelihoods are improved or restored following involuntary resettlement, and the data is disclosed against targets and compared across successive time periods, but the data is outdated (older than the assessment period)

OR

The company discloses recent data (within the assessment period) on its performance on ensuring that livelihoods are improved or restored following any involuntary resettlement and the data is compared against targets and across successive time periods, but the data does not cover all of the company's activities.

-
- 0.5 point The company discloses recent company-wide data (within the assessment period) on its performance on ensuring that livelihoods are improved or restored following involuntary resettlements, but the data is not disclosed against targets and is not compared across successive time periods
- OR
- The company discloses recent data (within the assessment period) on its performance on ensuring that livelihoods are improved or restored following involuntary resettlements, and the data is compared against targets but not compared across successive time periods and does not cover all of the company's activities
- OR
- The company discloses recent data (within the assessment period) on its performance on ensuring that livelihoods are improved or restored following involuntary resettlement and the data is compared across successive time periods but not disclosed against targets and does not cover all of the company's activities
- OR
- The company discloses data on its performance on ensuring that livelihoods are improved or restored following involuntary resettlement, and the data is disclosed against targets and compared across successive time periods, but the data is outdated (older than the assessment period) and does not cover all of the company's activities.

b. Audits and/or reviews the effectiveness of its measures taken to manage involuntary resettlement in a manner that ensures that livelihoods are improved or restored?

- 2 points The company discloses detailed data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its measures taken to manage involuntary resettlement in a manner that ensures that livelihoods are improved or restored.
- 1 point The company discloses limited data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its measures taken to manage involuntary resettlement in a manner that ensures that livelihoods are improved or restored.
- 0.5 point The company states that it mandates an identified internal or external body to conduct regular reviews and/or audits of the effectiveness of its measures taken to manage involuntary resettlement in a manner that ensures that livelihoods are improved or restored, but there is no information on reviews and/or audits that were actually conducted, beyond statement.

c. Takes responsive action, based on the findings of these audits and/or reviews, to seek to improve the effectiveness of its measures taken to manage involuntary resettlement in a manner that ensures that livelihoods are improved or restored?

- 2 points The company discloses information on reviews and/or audits that were actually conducted and discloses data on how it has integrated recommendations and acted on findings to continuously improve the effectiveness of its measures taken to manage involuntary resettlement in a manner that ensures that livelihoods are improved or restored.
- 1 point The company states that it integrates the recommendations from these audits and/or reviews to continuously improve the effectiveness of its measures taken to manage involuntary resettlement in a manner that ensures that livelihoods are improved or restored, and has disclosed information on reviews and/or audits that were actually conducted, but there is no information on the integration of recommendations, beyond statement.
- 0.5 point The company states that it integrates the recommendations from these audits and/or reviews to continuously improve the effectiveness of its measures taken to manage involuntary resettlement in a manner that ensures that livelihoods are improved or restored, but there is no information on reviews and/or audits that were actually conducted, and thus no information on the integration of recommendations

D.11.1 Where applicable, the company has systems in place to ensure its operations facilitate engagement with artisanal and small-scale mining (ASM) communities and activities in and around their operations.

Where applicable, can your company demonstrate at the corporate level that it:

a. Has systems in place to ensure its operations identify and map stakeholders operating in ASM activities around its operations?

- 2 points** The company has company-wide systems in place to ensure its operations identify and map stakeholders operating in ASM activities around their operations, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to ensure its operations identify and map stakeholders operating in ASM activities, but there is limited evidence of the scope and/or content of these systems
OR
The company has systems in place to ensure its operations identify and map stakeholders operating in ASM activities around their operations, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.
- 0.5 point** The company provides evidence of activities related to identifying and mapping stakeholders operating in ASM activities, but there is no evidence of company-wide approaches or systems in place.

b. Has systems in place to ensure its operations develop strategies and plans to engage with identified stakeholders, including through the establishment of engagement agreements where appropriate?

- 2 points** The company has company-wide systems in place to ensure its operations develop strategies and plans to engage with identified ASM stakeholders, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to ensure its operations develop strategies and plans to engage with identified ASM stakeholders, but there is limited evidence of the scope and/or content of these systems
OR
The company has systems in place to ensure its operations develop strategies and plans to engage with identified ASM stakeholders, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.
- 0.5 point** The company shows evidence of activities related to developing strategies and plans to engage with identified ASM stakeholders, but there is no evidence of company-wide systems in place.

c. Systematically tracks the implementation of these strategies and plans?

- 2 points** The company discloses recent data (within the assessment period) confirming the systematic, company-wide tracking of the implementation of these strategies and plans.
- 1 point** The company has systems in place to track the implementation of strategies and plans to address engagement with ASM stakeholders, but does not disclose any data.
- 0.5 point** The company shows evidence of limited activities related to tracking the implementation of strategies and plans to address engagement with ASM stakeholders, but there is no evidence of company-wide systems in place.

D.11.2 Where applicable, the company has systems in place to ensure its operations develop opportunities to support technical assistance programmes and/or alternative livelihood programmes for ASM miners in and around their operations.

Where applicable, can your company demonstrate at the corporate that it has systems in place to ensure its operations:

a. Assess the need for, and feasibility of, providing technical and/or livelihood support to ASM miners?

- 2 points** The company has company-wide systems in place to ensure its operations assess the need for, and feasibility of, providing technical and/or livelihoods support to ASM communities around their operations, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its operations assess the need for, and feasibility of, providing technical and/or livelihoods support to ASM communities around its operations, but there is limited evidence of the scope and/or content of these systems
OR
The company has systems in place to ensure its operations assess the need for, and feasibility of, providing technical and/or livelihoods support to ASM communities around their operations, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.
- 0.5 point** The company provides evidence of activities related to assessing the need for, and feasibility of, providing technical and/or livelihoods support to ASM communities around its operations, but there is no evidence of company-wide approaches or systems in place.

b. Develop strategies and plans according to these assessments?

- 2 points** The company has company-wide systems in place to ensure its operations develop strategies and plans to support technical assistance programmes and/or alternative livelihood programmes for ASM miners according to its assessments, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its operations develop strategies and plans to support technical assistance programmes and/or alternative livelihood programmes for ASM miners according to its assessments, but there is limited evidence of the scope and/or content of these systems
OR
The company has systems in place to ensure its operations develop strategies and plans to support technical assistance programmes and/or alternative livelihood programmes for ASM miners according to its assessment, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.
- 0.5 point** The company provides a limited narrative description of systems in place to ensure its operations develop strategies and plans to support technical assistance programmes and/or alternative livelihood programmes for ASM miners, but there is no information about the scope, content and actual implementation of these systems
OR
The company shows evidence of limited activities related to developing strategies and plans to support technical assistance programmes and/or alternative livelihood programmes for ASM miners, but there is no evidence of company-wide systems in place.

c. Engage with ASM miners in these needs assessments and in the development of any strategies and plans?

- 2 points** The company has company-wide systems in place to ensure its operations engage with ASM communities in its assessments of the need for, and feasibility of, providing technical and/or livelihoods support to ASM communities around its operations and/or in the development of any technical assistance and/or alternative livelihood opportunities, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its operations engage with ASM communities in its assessments of the need for, and feasibility of, providing technical and/or livelihoods support to ASM communities around its operations and/or in the development of any technical assistance and/or alternative livelihood opportunities, but there is limited evidence of the scope and/or content of these systems.
- 0.5 point** The company shows evidence of limited engagement with ASM communities in its assessments of the need for, and feasibility of, providing technical and livelihoods support to ASM communities around its operations and/or in the development of any technical assistance and/or alternative livelihood opportunities, but there is no evidence of company-wide systems in place.
- OR
- The company states it engages with ASM, but the purpose of the engagement is not clearly specific to assessing needs and developing plans.

D.12.1 The company tracks, reviews and acts to improve the effectiveness of its grievance mechanisms for communities.

Can your company demonstrate that it systematically:

a. Tracks and discloses data, against targets and across successive time periods, on the functioning and uptake of its grievance mechanisms for communities, including number and nature of complaints and actions taken in response?

- 2 points** The company discloses recent company-wide data (within the assessment period) including number, nature and actions taken in response, and the data is compared across successive time periods.
OR
The company reports that no community grievances were filed at all within the assessment period, and the data is compared across successive time periods.
- 1 point** The company discloses recent company-wide data (within the assessment period) on two of the three dimension only: number, nature or actions taken in response
OR
The company reports that no community grievances were filed at all within the assessment period, but the data is not compared across successive time periods
OR
The company discloses recent data (within the assessment period) including number, nature and actions taken in response and data is compared across successive time periods, but does not cover all of the company's activities
OR
The company reports that no community grievances were filed at all within the assessment period and the data is compared over successive time period, but does not cover all of the company's activities.
- 0.5 point** The company discloses recent data (within the assessment period) on one of the three dimensions only: number, nature or actions taken in response
OR
The company reports that no community grievances were filed within the assessment period on some dimensions only
OR
The company discloses recent data (within the assessment period) on two of the three dimension only: number, nature or actions taken in response, but the data does not cover all of the company's activities and is not compared across successive time periods
OR
The company reports that no community grievances were filed at all within the assessment period, but the data is not compared across successive time periods and does not cover all of the company's activities.

b. Audits and/or reviews, based on complainants' perspective, the effectiveness of its grievance mechanisms for communities?

- 2 points** The company discloses detailed data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its grievance mechanisms for communities
- 1 point** The company discloses limited data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its grievance mechanisms for communities
OR
The company formally requires to conduct regular reviews and/or audits, but discloses only high-level information on these audits/reviews.
- 0.5 point** The company states that regular reviews and/or audits of the effectiveness of its grievance mechanisms for communities are required and shall be conducted by an identified internal or external body, but there is no information on reviews and/or audits that were actually conducted, beyond statement.

c. Takes responsive action, based on the findings of these audits and/or reviews, to seek to improve the effectiveness of its grievance mechanisms for communities?

- 2 points** The company discloses information on reviews and/or audits that were actually conducted and discloses data on how it has integrated recommendations and acted on findings to continuously improve the effectiveness of its measures taken to continuously improve the effectiveness of its grievance mechanisms for communities.
- 1 point** The company states that it integrates the recommendations from audits and/or reviews to seek to improve its performance on managing human rights issues, but there is limited information on the integration of recommendations.
- 0.5 point** The company states that it integrates the recommendations from audits and/or reviews to continuously improve its performance on managing human rights issues, but there is no information on reviews and/or audits that were actually conducted, and thus no information on the integration of recommendations.

E Working Conditions

E.01.1 The company commits to ensure safe and healthy working conditions.

Can your company demonstrate at the corporate level that it has:

a. Formalised its commitment, that is endorsed by senior management, to ensure safe and healthy working conditions?

- 2 points** The company commits to ensure safe and healthy working conditions in a formal document which covers all of the company's activities and is endorsed by senior management.
- 1 point** The company commits to ensure safe and healthy working conditions in a formal document which covers all of the company's activities but there is no evidence that this commitment is endorsed by senior management
OR
The company commits to ensure safe and healthy working conditions in a formal document which is endorsed by senior management, but does not cover all of the company's activities
OR
The company commits to ensure safe and healthy working conditions in a formal document which is endorsed by senior management, but the commitment does not cover all aspects of safe and healthy working conditions.
- 0.5 point** The company refers to the need for ensuring safe and healthy working conditions, but does not make a clear commitment in a formal document which is endorsed by senior management.

b. Assigned senior management or board-level responsibilities and accountability for carrying out this commitment?

- 2 points** The company has a senior management level and/or Board level function responsible for carrying out this commitment and there is detailed information on its actual scope, role and accountability.
- 1 point** The company has a senior management level and/or Board level function responsible for carrying out this commitment but there is limited information on its actual scope, role and accountability
OR
The company has a senior-management-level or Board level function responsible for carrying out this commitment but not on a company-wide basis
OR
The company provides evidence qualifying for a score of 2, but the company scored 1 under a).
- 0.5 point** The company mentions a function at the senior management level and/or Board level for carrying out this commitment, but does not provide any additional information
OR
The company provides evidence qualifying for a score of 2 or 1, but the company scored 0.5 under a).

c. Committed financial and staffing resources to implement this commitment?

- 2 points** The company has company-wide operational-level teams responsible for coordinating efforts on ensuring safe and healthy working conditions and there is detailed evidence of the specific financial and/or staffing resources committed
OR
The company conducts company-wide awareness and/or training programmes and/or workshops related to its commitment to ensure safe and healthy working conditions and there is detailed evidence of the specific financial and/or staffing resources committed.
- 1 point** The company conducts company-wide awareness and/or training programmes and/ or workshops related to safe and healthy working conditions, but there is limited information on the actual financial and/or staffing resources committed
OR
The company has company-wide operational-level teams responsible for coordinating efforts on ensuring safe and healthy working conditions but only on some limited aspects of safe and healthy working conditions
OR
The company allocates financial and staffing resources to implement this commitment (awareness/training programmes/workshops and/or responsible teams) but not on a company-wide basis
OR
The company provides evidence qualifying for a score of 2, but the company scored 1 under a).
- 0.5 point** The company mentions to conduct awareness and/or training programmes and/or workshops related to its commitment to ensure safe and healthy working conditions, but does not provide any additional information
OR
The company provides evidence qualifying for a score of 2 or 1, but the company scored 0.5 under a).

E.01.2 The company has systems in place to ensure its operations engage with worker representatives to collaboratively identify, assess, avoid, and mitigate health and safety risks to its workforce.

Can your company demonstrate at the corporate level that it has systems in place to ensure its operations engage with worker representatives to collaboratively:

a. Identify and assess health and safety risks to the workforce?

- 2 points** The company has company-wide systems in place to ensure its operations engage with worker representatives to collaboratively identify and assess health and safety risks to the workforce, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its operations engage with worker representatives to collaboratively identify and assess health and safety risks to the workforce, but there is limited evidence of the scope and/or content of these systems
OR
The company has systems in place to ensure its operations engage with worker representatives to collaboratively identify and assess health and safety risks to the workforce, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis
- 0.5 point** The company provides a limited narrative description of systems in place to ensure its operations engage with worker representatives to collaboratively identify and assess health and safety risks to the workforce, but there is no information about the scope, content and actual implementation of these systems
OR
The company provides evidence of only one or two cases of operations having engaged with worker representatives to collaboratively identify and assess health and safety risks to the workforce.

b. Develop strategies and plans to avoid, minimise and mitigate these risks?

- 2 points** The company has company-wide systems in place to ensure its operations develop strategies and plans with worker representatives to avoid, minimise and mitigate these risks, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its operations develop strategies and plans with worker representatives to avoid, minimise and mitigate these risks, but there is limited evidence of the scope and/or content of these systems
OR
The company has systems in place to ensure its operations develop strategies and plans with worker representatives to avoid, minimise and mitigate these risks, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.
- 0.5 point** The company provides a limited narrative description of systems in place to ensure its operations develop strategies and plans with worker representatives to avoid, minimise and mitigate these risks, but there is no information about the scope, content and actual implementation of these systems
OR
The company provides evidence of only one or two operations having engaged with worker representatives to develop strategies and plans to avoid, minimise and mitigate these risks.

c. Track the implementation of these strategies and plans?

- 2 points** The company discloses recent data (within the assessment period) confirming the systematic, company-wide tracking of the implementation of these strategies and plans.
- 1 point** The company has systems in place to systematically track the implementation of these strategies and plans throughout its operations, but there is limited evidence of the actual use of such systems
OR
The company discloses actual recent data from the tracking of the implementation of strategies and plans at several of its operations, but there is no evidence of a systematic, company-wide approach.
- 0.5 point** The company states that it tracks the implementation of these strategies and plan, but there is no information disclosed beyond a narrative description.

E.01.3 The company has systems in place to ensure its operations protect women workers from harassment and violence.

Can your company demonstrate at the corporate level that it has systems in place to ensure its operations take specific measures to prevent:

a. Intimidation and moral harassment of women workers?

- 2 points** The company has company-wide systems in place to ensure its operations prevent intimidation and moral harassment of women workers and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its operations prevent intimidation and moral harassment of women workers, but there is limited evidence of the scope and content of these systems.
- 0.5 point** The company provides evidence of activities relating to preventing intimidation and moral harassment of women workers, but there is no evidence of company-wide systems in place.

b. Sexual harassment of women workers?

- 2 points** The company has company-wide systems in place to ensure its operations prevent sexual harassment of women workers and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its operations prevent sexual harassment of women workers, but there is limited evidence of the scope and content of these systems.
- 0.5 point** The company provides evidence of activities related to preventing sexual harassment of women workers, but there is no evidence of company-wide systems in place.

c. Gender-related violence against women workers?

- 2 points** The company has company-wide systems in place to ensure its operations prevent gender-related violence against women workers and there is detailed evidence of the scope and content of these systems
- 1 point** The company has company-wide systems in place to ensure its operations prevent gender-related violence against women workers, but there is limited evidence of the scope and content of these systems.
- 0.5 point** The company provides evidence of activities related to preventing gender-related violence against women workers, but there is no evidence of company-wide systems in place.

E.01.4 The company has systems in place to ensure its operations address the health and safety needs of women workers.

Can your company demonstrate at the corporate level that it has systems in place to ensure its operations provide gender-appropriate:

a. Sanitation facilities (e.g.: toilets, showers)?

- 2 points** The company has company-wide systems in place to provide gender-appropriate sanitation facilities and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its operations provide gender-appropriate sanitation facilities, but there is limited evidence of the scope and content of these systems.
- 0.5 point** The company provides evidence of activities related to providing gender-appropriate sanitation facilities, but there is no evidence of company-wide systems in place.

b. Safety equipment (e.g.: PPE designed for women)?

- 2 points** The company has company-wide systems in place to provide gender-appropriate safety equipment and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its operations provide gender-appropriate safety equipment, but there is limited evidence of the scope and content of these systems.
- 0.5 point** The company provides evidence of activities related to providing gender-appropriate safety equipment, but there is no evidence of company-wide systems in place.

c. Health services (e.g.: for family planning and sexual health)?

- 2 points** The company has company-wide systems in place to provide gender-appropriate health services and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its operations provide gender-appropriate health services, but there is limited evidence of the scope and content of these systems.
- 0.5 point** The company provides evidence of activities related to providing gender-appropriate health services, but there is no evidence of company-wide systems in place.

E.01.5 The company publicly discloses data on mining-related high potential incidents, serious injuries and fatalities among its workforce.

Can your company demonstrate at the corporate level that it publicly:

a. Discloses the number of mining-related high potential incidents, serious injuries and fatalities among its workforce, across successive time periods?

- 2 points** The company discloses the recent (within the assessment period) absolute numbers of fatalities and HPI among its workforce, and the data is compared across successive time periods
OR
The company discloses the recent (within the assessment period) absolute numbers of fatalities and serious injuries among its workforce, and the data is compared across successive time periods.
- 1 point** The company discloses the recent (within the assessment period) absolute numbers of fatalities and HPI among its workforce, but the data is not compared across successive time periods
OR
The company discloses the recent (within the assessment period) absolute numbers of fatalities and serious injuries among its workforce, but the data is not compared across successive time periods.
- 0.5 point** The company discloses the recent (within the assessment period) absolute number of HPI or serious injuries or fatalities among its workforce.

b. Discloses such information on a site-disaggregated basis?

- 2 points** The company discloses on a site-disaggregated basis the recent (within the assessment period) absolute numbers of fatalities and HPI among its workforce, and the data is compared across successive time periods
OR
The company discloses on a site-disaggregated basis the recent (within the assessment period) absolute numbers of fatalities and serious injuries among its workforce, and the data is compared across successive time periods
- 1 point** The company discloses on a site-disaggregated basis the recent (within the assessment period) absolute numbers of fatalities and HPI among its workforce, but the data is not compared across successive time periods
OR
The company discloses on a site-disaggregated basis the recent (within the assessment period) absolute numbers of fatalities and serious injuries among its workforce, but the data is not compared across successive time periods.
- 0.5 point** The company discloses information worth 2 points or 1 point, but not as a company-wide systematic approach
OR
The company discloses one dimension of the information described under a) on a site-disaggregated basis, across successive time periods or for one period only.

c. Confirms that its fatalities reporting includes fatalities of contract workers as well as employees?

- 2 points** The company confirms that its fatalities reporting includes fatalities of contract workers as well as employees, and the data reported is compared across successive time periods and covers all of the company's activities.
- 1 point** na
- 0.5 point** The company confirms that its fatalities reporting includes fatalities of contract workers as well as employees, but the data reported is not compared across successive time periods
OR
The company confirms that its fatalities reporting includes fatalities of contract workers as well as employees, but the data reported does not cover all of the company's activities.

E.02.1 The company has systems in place to identify, assess, avoid, and mitigate potential risks of all forms of forced, compulsory, trafficked and child labour in its areas of operations and entire supply chain.

Can your company demonstrate at the corporate level that it:

a. Has systems in place to identify and assess potential risks of all forms of forced, compulsory, trafficked and child labour in its areas of operations and entire supply chain?

- 2 points** The company has company-wide systems in place to identify and assess potential risks of all forms of forced, compulsory, trafficked and child labour in its areas of operations and entire supply chain, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to identify and assess potential risks of child labour in its areas of operations and entire supply chain, but not of all forms of forced, compulsory, trafficked labour
OR
The company has systems in place to identify and assess potential risks of all forms of forced, compulsory, trafficked and child labour in its areas of operations and entire supply chain, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.
- 0.5 point** The company provides a limited narrative description of systems to identify and assess potential risks of all forms of forced, compulsory, trafficked and child labour in its areas of operations and entire supply chain, but there is no information about the scope, content and actual implementation of these systems
OR
The company provides evidence of only one or two cases of operations having identified and assessed potential risks of all forms of forced, compulsory, trafficked and child labour.

b. Has systems in place to develop strategies and plans to address these identified risks?

- 2 points** The company has company-wide systems in place to ensure its operations develop strategies and plans to address these identified risks, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to develop strategies and plans to address these identified risks but there is limited evidence of the scope and/or content of these systems
OR
The company has systems in place to ensure its operations develop strategies and plans to address these identified risks, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.
- 0.5 point** The company provides a limited narrative description of systems to develop strategies and plans to address these identified risks, but there is no information about the scope, content and actual implementation of these systems
OR
The company provides evidence of only one or two cases of operations having developed strategies and plans to address these identified risks.

c. Systematically tracks the implementation of these strategies and plans?

- 2 points** The company discloses recent data (within the assessment period) confirming the systematic, company-wide tracking of the implementation of these strategies and plans.
- 1 point** The company has systems in place to track the implementation of these strategies and plans but does not disclose any data
OR
The company discloses actual recent data from the tracking of the implementation of strategies and plans at several of its operations, but there is no evidence of a systematic, company-wide approach.
- 0.5 point** The company states that it tracks the implementation of these strategies and plans, but there is no information beyond narrative statement.

E.03.1 The company has systems in place to ensure its operations base their recruitment and employment practices on the principle of equal opportunity, in order to prevent all forms of discrimination in the workplace and promote workforce diversity.

Can your company demonstrate at the corporate level that it has systems in place to ensure its operations:

a. Take specific measures to reflect its non-discrimination policies in their terms and conditions?

- 2 points** The company has company-wide systems in place to ensure its operations take specific measures to reflect its non-discrimination policies in their terms and conditions, with reference to more than one particular group relevant to diversity, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to ensure its operations take specific measures to reflect its non-discrimination policies in their terms and conditions, with reference to more than one particular group relevant to diversity, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis
OR
The company has company-wide systems in place to ensure its operations take specific measures to reflect its non-discrimination policies in their terms and conditions and there is detailed evidence of the scope and content of these systems, but these systems refer only to one particular group relevant to diversity.
- 0.5 point** The company provides a limited narrative description of systems in place to ensure its operations take specific measures to reflect its non-discrimination policies in their terms and conditions
OR
The company provides evidence of only one or two cases of operations having taken specific measures to reflect its non-discrimination policies in their terms and conditions.

b. Take specific measures to implement trainings to raise awareness on discrimination among management staff and workers or take other actions aiming at preventing and addressing issues of discrimination in the workplace?

- 2 points** The company has company-wide systems in place to ensure its operations take specific measures to implement trainings to raise awareness on discrimination among management staff and workers and/or take other actions aiming at preventing and addressing issues of discrimination in the workplace, and there is detailed evidence of the scope and content of these systems
- 1 point** The company has company-wide systems in place to ensure its operations take specific measures to implement trainings to raise awareness on discrimination among management staff and workers or take other actions aiming at preventing and addressing issues of discrimination in the workplace, but there is limited evidence of the scope and content of these systems
OR
The company has systems in place to ensure its operations take specific measures to implement trainings to raise awareness on discrimination among management staff and workers or take other actions aiming at preventing and addressing issues of discrimination in the workplace, and there is detailed evidence of the scope and/or content of these system, but not on a company-wide basis.
- 0.5 point** The company provides a limited narrative description of systems in place to ensure its operations take specific measures to implement trainings to raise awareness on discrimination among management staff and workers, or take other actions aiming at preventing and addressing issues of discrimination in the workplace
OR
The company provides evidence of only one or two cases of operations having taken specific measures to implement trainings to raise awareness on discrimination among management staff and workers, or having taken other actions aiming at preventing and addressing issues of discrimination in the workplace.

c. Set targets regarding diversity and inclusivity in its recruitment and employment practices?

- 2 points** The company has company-wide systems in place to ensure its operations set targets regarding diversity and inclusivity in its recruitment and employment practices and the targets cover at least two groups relevant to diversity and inclusivity, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to ensure its operations set targets regarding diversity and inclusivity in its recruitment and employment practices, but not on a company-wide basis or only with reference to one particular group relevant to diversity or inclusivity.
- 0.5 point** The company refers to setting targets regarding diversity or inclusivity, but there is no evidence of company-wide systems in place.

E.04.1 The company has systems in place to ensure its operations actively respect the rights of workers to organise, collective bargaining and freedom of association.

Can your company demonstrate at the corporate level that it has systems in place to ensure its operations respect the rights of workers to:

a. Organise, including by granting access to designated areas for labour organisers to meet with workers?

- 2 points** The company has company-wide systems in place to ensure its operations respect the rights of workers to organise, including by granting access to designated areas for labour organisers to meet with workers, and there is detailed evidence of the scope and content of these systems
- 1 point** The company has company-wide systems in place to ensure its operations respect the rights of workers to organise, but there is limited evidence of the scope and content of these systems.
- 0.5 point** The company provides evidence of activities related to ensuring its operations respect the rights of workers to organise, but there is no evidence of company-wide systems in place.

b. Collective bargaining, including by developing formal collective bargaining agreements?

- 2 points** The company has company-wide systems that are intended to lead to the establishment of collective bargaining agreements across all operations, and there is detailed evidence of the scope and content of these systems
- 1 point** The company has company-wide systems in place to ensure its operations respect the rights of workers to collective bargaining, but there is limited evidence of developing formal collective bargaining agreements
- 0.5 point** The company provides evidence of activities related to ensuring its operations develop formal collective bargaining agreements, but there is no evidence of company-wide systems in place.

c. Freedom of association, including by allowing union meetings on site?

- 2 points** The company has company-wide systems in place to ensure its operations respect the rights of workers to freedom of association, and allows union meetings on site, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its operations respect the rights of workers to freedom of association, but there is no evidence of allowing union meetings on site.
- 0.5 point** The company provides evidence of activities related to ensuring its operations respect the rights of workers to freedom of association, but there is no evidence of company- wide systems in place

E.05.1 The company tracks, reviews and acts to improve its performance on ensuring that its workers' wages meet or exceed verified living wage standards, or legal minimum wage, whichever is the highest.

Can your company demonstrate that it systematically:

a. Tracks and discloses the levels of its workers' wages against living wage standards, or legal minimum wage, whichever is the highest?

- 2 points** The company discloses recent company-wide data (within the assessment period) on the levels of workers' wages against living wage standards, or legal minimum wage, whichever is the highest.
- 1 point** The company discloses recent data (within the assessment period) on the levels of workers' wages against living wage standards, or legal minimum wage, whichever is the highest, but the data does not cover all of the company's activities
- 0.5 point** The company states that it tracks data on the levels of its workers' wages against living wage standards, or legal minimum wage, whichever is the highest, but does not disclose it

b. Audits and/or reviews the levels of wages against living wage standards, or legal minimum wage, whichever is the highest?

- 2 points** The company discloses detailed data on reviews and/or audits conducted within the assessment period to assess its performance on ensuring that its workers' wages meet or exceed living wage standards.
- 1 point** The company discloses limited data on reviews and/or audits conducted within the assessment period to assess its performance on ensuring that its workers' wages meet or exceed living wage standards.
- 0.5 point** The company states that regular reviews and/or audits of its performance on ensuring that its workers' wages meet or exceed living wage standards are required and shall be conducted by an identified internal or external body, but there is no information on reviews and/or audits that were actually conducted, beyond statement.

c. Takes responsive action, based on the findings of these audits and/or reviews, to seek to improve its performance on ensuring that its workers' wages meet or exceed living wage standards, or legal minimum wage, whichever is the highest?

- 2 points** The company discloses information on reviews and/or audits that were actually conducted and discloses data on how it has integrated recommendations and acted on findings to continuously improve its performance on ensuring that its workers' wages meet or exceed living wage standards.
- 1 point** The company states that it integrates the recommendations from these audits and/or reviews to continuously improve its performance on ensuring that its workers' wages meet or exceed living wage standards, and has disclosed information on reviews and/or audits that were actually conducted, but there is no information on the integration of recommendations, beyond statement.
- 0.5 point** The company states that it integrates the recommendations from these audits and/or reviews to continuously improve its performance on ensuring that its workers' wages meet or exceed living wage standards, but there is no information on reviews and/or audits that were actually conducted, and thus no information on the integration of recommendations.

E.06.1 Where applicable, the company has systems in place to identify, assess, and address the implications of automation and technological change for workers.

Can your company demonstrate at the corporate level that it:

a. Has systems in place to ensure its operations identify and assess the implications of automation and technological change for workers?

- 2 points** The company has company-wide systems in place to ensure its operations identify and assess the implications of automation and technological change for workers, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its operations identify and assess the implications of automation and technological change for workers, but there is limited evidence of the scope and/or content of these systems
OR
The company has company-wide systems in place to ensure its operations identify and assess the implications of automation and technological change for workers, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.
- 0.5 point** The company provides a limited narrative description of systems to ensure its operations identify and assess the implications of automation and technological change for workers, but there is no information about the scope, content and actual implementation of these systems
OR
The company provides evidence of only one or two cases of operations having identified and assessed the implications of automation and technological change for workers.

b. Has systems in place to ensure its operations develop strategies and plans to address these identified implications?

- 2 points** The company has company-wide systems in place to ensure its operations develop strategies and plans to address these identified implications, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to develop strategies and plans to address these identified implications but there is limited evidence of the scope and/or content of these systems
OR
The company has systems in place to ensure its operations develop strategies and plans to address these identified implications, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.
- 0.5 point** The company provides a limited narrative description of systems to develop strategies and plans to address these identified implications, but there is no information about the scope, content and actual implementation of these systems
OR
The company provides evidence of only one or two cases of operations having developed strategies and plans to address these identified implications.

c. Systematically tracks the implementation of these strategies and plans?

- 2 points** The company discloses recent data (within the assessment period) confirming the systematic, company-wide tracking of the implementation of these strategies and plans.
- 1 point** The company has systems in place to track the implementation of these strategies and plans but does not disclose any data
OR
The company discloses actual recent data from the tracking of the implementation of strategies and plans at several of its operations, but there is no evidence of a systematic, company-wide approach.
- 0.5 point** The company states that it tracks the implementation of these strategies and plans, but there is no information beyond narrative statement.

E.07.1 The company tracks, reviews and acts to improve the effectiveness of its grievance mechanisms for workers.

Can your company demonstrate that it systematically:

a. Tracks and discloses data, against targets and across successive time periods, on the functioning and uptake of its grievance mechanisms for workers, including number and nature of complaints and actions taken in response?

- 2 points** The company discloses recent company-wide data (within the assessment period) including number, nature and actions taken in response and the data is compared across successive time periods
OR
The company reports that no worker grievances were filed at all within the assessment period and the data is compared across successive time periods.
- 1 point** The company discloses company-wide recent data (within the assessment period) on two of the three dimensions only: number, nature or actions taken in response
OR
The company reports that no worker grievances were filed at all within the assessment period, but the data is not compared across successive time periods
OR
The company discloses recent data (within the assessment period) including number, nature and actions taken in response and the data is compared across successive time periods but does not cover all of the company's activities
OR
The company reports that no worker grievances were filed at all within the assessment period and the data is compared across successive time periods but does not cover all of the company's activities.
- 0.5 point** The company discloses recent data (within the assessment period) on one of the three dimensions only: number, nature or actions taken in response
OR
The company reports that no worker grievances were filed within the assessment period on some topics only
OR
The company discloses recent data (within the assessment period) on two of the three dimensions only: number, nature or actions taken in response, but the data does not cover all of the company's activities and is not compared across successive time periods
OR
The company reports that no worker grievances were filed at all within the assessment period, but the data is not compared across successive time periods and does not cover all of the company's activities.

b. Audits and/or reviews, based on complainants' perspective, the effectiveness of its grievance mechanisms for workers?

- 2 points** The company discloses detailed data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its grievance mechanisms for workers.
- 1 point** The company discloses limited data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its grievance mechanisms for workers.
- 0.5 point** The company states that regular reviews and/or audits of the effectiveness of its grievance mechanisms for workers are required and shall be conducted by an identified internal or external body, but there is no information on reviews and/or audits that were actually conducted, beyond statement.

c. Takes responsive action, based on the findings of these audits and/or reviews to seek to improve the effectiveness of its grievance mechanisms for workers?

- 2 points** The company discloses information on reviews and/or audits that were actually conducted and discloses data on how it has integrated recommendations and acted on findings to continuously improve the effectiveness of its grievance mechanisms for workers.
- 1 point** The company states that it integrates the recommendations from these audits and/ or reviews to continuously improve the effectiveness of its grievance mechanisms for workers, and has disclosed information on reviews and/or audits that were actually conducted, but there is no information on the integration of recommendations, beyond statement.
- 0.5 point** The company states that it integrates the recommendations from these audits and/ or reviews to continuously improve the effectiveness of its grievance mechanisms for workers, but there is no information on reviews and/or audits that were actually conducted, and thus no information on the integration of recommendations

F Environmental Responsibility

F.01.1 The company commits to manage its environmental impacts systematically, through the mitigation hierarchy approach.

Can your company demonstrate at the corporate level that it has:

a. Formalised its commitment, that is endorsed by senior management, to manage its environmental impacts systematically, through the mitigation hierarchy approach?

- 2 points** The company commits to manage its environmental impacts systematically, through the mitigation hierarchy approach, in a formal document which covers all of the company's activities which is endorsed by senior management.
- 1 point** The company commits to manage its environmental impacts systematically in a formal document which covers all of the company's activities, but there is no evidence that this commitment is endorsed by senior management
OR
The company commits to manage its environmental impacts systematically in a formal document which is endorsed by senior management, but does not cover all of the company's activities
OR
The company commits to manage its environmental impacts systematically in a formal document which is endorsed by senior management, but it only covers some limited aspects of managing its environmental impacts and/or does not explicitly refer to the mitigation hierarchy approach.
- 0.5 point** The company refers to the need for managing its environmental impacts systematically, but does not make a clear commitment in a formal document which is endorsed by senior management.

b. Assigned senior management or board-level responsibilities and accountability for carrying out this commitment?

- 2 points** The company has a senior management level and/or Board level function responsible for carrying out this commitment, and there is detailed information on its actual scope, role and accountability.
- 1 point** The company has a senior management level and/or Board level function responsible for carrying out this commitment, but there is limited information on its actual scope, role and accountability.
OR
The company has a senior-management-level or Board level function responsible for carrying out this commitment, but not on a company-wide basis
OR
The company provides evidence qualifying for a score of 2, but the company scored 1 under a).
- 0.5 point** The company briefly refers to a function at the senior management level and/or Board level for carrying out this commitment, but does not provide any additional information OR
The company provides evidence qualifying for a score of 2 or 1, but the company scored 0.5 under a).

c. Committed financial and staffing resources to implement this commitment?

- 2 points** The company has company-wide operational-level teams responsible for coordinating efforts on managing its environmental impacts systematically, through the mitigation hierarchy approach
OR
The company conducts company-wide awareness and/or training programmes and/ or workshops related to its commitment, and there is detailed evidence of the specific financial and/or staffing resources committed
- 1 point** The company conducts company-wide awareness and/or training programmes and/or workshops related to managing its environmental impacts systematically, but there is limited information on the actual financial and/or staffing resources committed
OR
The company has company-wide operational-level teams responsible for coordinating efforts on managing its environmental impacts systematically, but only on some limited aspects of managing its environmental impacts or not through the mitigation hierarchy approach
OR
The company allocates resources to implement this commitment (awareness/training programmes/workshops and/or responsible teams), but not on a company-wide basis OR
The company provides evidence qualifying for a score of 2, but the company scored 1 under a).
- 0.5 point** The company has plans related to the implementation of this commitment, but there is limited information on the actual financial and staffing resources committed
OR
The company provides evidence qualifying for a score of 2 or 1, but the company scored 0.5 under a).

F.01.2 The company has systems in place to ensure its operations conduct and disclose regular assessments of its environmental impacts through an integrated approach that considers the linkages between socio-economic and environmental impacts.

Can your company demonstrate at the corporate level that it has systems in place to ensure its operations:

a. Identify environmental baseline conditions and changes, through an integrated approach that considers the linkages between socio-economic and environmental impacts?

- 2 points** The company has company-wide systems in place to ensure its operations identify environmental baseline conditions and changes, through an integrated approach that considers the linkages between socio-economic and environmental impacts, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its operations identify environmental baseline conditions and/or changes through an integrated approach that considers the linkages between socio-economic and environmental impacts, but there is limited evidence of the scope and/or content of these systems
OR
The company has systems in place to ensure its operations identify environmental baseline conditions and/or changes through an integrated approach that considers the linkages between socio-economic and environmental impacts, and there is detailed evidence of the scope and/or content of these systems., but not on a company-wide basis.
OR
The company has systems in place to ensure operations identify environmental baseline conditions and/or changes, but not through an integrated approach that considers the linkages between socio-economic and environmental impacts.
- 0.5 point** The company provides a limited narrative description of systems to ensure its operations identify environmental baseline conditions and/or changes, but there is no information about the scope, content and actual implementation of these systems OR
The company provides evidence of one or more isolated cases of operations having identified environmental baseline conditions and/or changes, but there is no evidence of company-wide approaches or systems in place.

b. Identify and assess the environmental impacts of their activities, through an integrated approach that considers the linkages between socio-economic and environmental impacts?

2 points

The company has company-wide systems in place to ensure its operations identify and assess the environmental impacts of their activities through an integrated approach that considers the linkages between socio-economic and environmental impacts, and there is detailed evidence of the scope and content of these systems.

1 point

The company has systems in place to ensure its operations identify and assess the environmental impacts of their activities through an integrated approach that considers the linkages between socio-economic and environmental impacts, but there is limited evidence of the scope and/or content of these systems

OR

The company has systems in place to ensure operations identify and assess the environmental impacts of their activities but not through an integrated approach that considers the linkages between socio-economic and environmental impacts

OR

The company has systems in place to ensure its operations identify and assess the environmental impacts of their activities through an integrated approach that considers the linkages between socio-economic and environmental impacts, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.

0.5 point

The company provides a limited narrative description of systems in place to ensure its operations identify and assess the environmental impacts of their activities, but there is no information about the scope, content and actual implementation of these systems

OR

The company provides evidence of only one or two operations having identified and assessed the environmental impacts of their activities.

c. Regularly and systematically present and discuss the results of their assessments of environmental impacts with local communities?

2 points

The company has systems in place to ensure its operations regularly and systematically present and discuss the results of their assessments of environmental impacts with local communities, and there is detailed evidence of the scope and content of these systems.

1 point

The company has company-wide systems in place to ensure its operations present and/or discuss the results of their assessments of environmental impacts with local communities, but there is limited evidence of the scope and/or content of these systems.

OR

The company has systems in to ensure its operations present and/or discuss the results of their assessments of environmental impacts with local communities, and there is detailed evidence of the scope and/or content of these system, but not on a company-wide basis

0.5 point

The company provides a limited narrative description of systems to present and/ or discuss the results of its assessments of environmental impacts with local communities, but there is no information about the scope, content and actual implementation of these systems

OR

The company provides evidence of only one or two cases of operations having presented and/or discussed the results of their assessments of environmental impacts with local communities.

F.02.1 Where applicable, the company publicly discloses information about the location and safety of all its tailings storage facilities.

Where applicable, can your company demonstrate at the corporate level that it:

a. Publicly discloses the number and exact location of all tailings storage facilities (including those currently active and those under rehabilitation or closed)?

- 2 points** The company discloses the exact locations of all its tailings storage facilities, including those currently active and those under rehabilitation or closed.
- 1 point** The company discloses the exact locations of some of its tailings storage facilities, including those currently active and those under rehabilitation or closed
OR
The company discloses the approximate locations of all its tailings storage facilities, including those currently active and those under rehabilitation or closed.
- 0.5 point** The company discloses the approximate locations of some of its tailings storage facilities
OR
The company discloses the total number of its tailings storage facilities.

b. Publicly discloses the construction method and the consequence classification of each of its tailings storage facilities, clearly showing potential loss of life?

- 2 points** The company publicly discloses the construction methods and the consequence classification (consequence based risk category with a clear reference to a standard) of all its tailings storage facilities
OR
The company publicly discloses the construction methods and the potential loss of life of all its tailings storage facilities
- 1 point** The company publicly discloses the construction methods and the consequence classification (consequence based risk category with a clear reference to a standard) of some of its tailings storage facilities
OR
The company publicly discloses the construction methods and the potential loss of life of some its tailings storage facilities
OR
The company publicly discloses the construction methods or the consequence classification (consequence based risk category with a clear reference to a standard) of all its tailings storage facilities.
- 0.5 point** The company publicly discloses the construction methods or consequence classification (consequence based risk category with a clear reference to a standard) of a limited number of its tailings storage facilities.

c. Makes this information freely available on its corporate website?

- 2 points** The company scored 2pts on a) and b) and the information for a) and b) is freely available on the company's corporate website.
- 1 point** The company scored 1pt on a) and b) and the corresponding evidence is freely available on the company's corporate website
OR
The company scored more than 1pt on a) or b) but 1pt on the other and the corresponding evidence is freely available on the company's corporate website.
- 0.5 point** The company scored 0.5pt on a) and/or b) and the corresponding evidence is freely available on the company's corporate website
OR
The company scored more than 0.5pt on a) or b) but 0.5pt on the other and the corresponding evidence is freely available on the company's corporate website.

F.02.2 Where applicable, the company has systems in place to ensure its operations appoint a site-specific Responsible Tailings Facility Engineer and regularly conduct independent reviews and/audits of the design, stability and integrity of their tailings facilities.

Where applicable, can your company demonstrate at the corporate level that it has:

a. Assigned accountability for tailings management and safety to an Accountable Executive Officer (e.g., CEO, COO, or Vice President)?

- 2 points** The company has assigned accountability for tailings management and safety to an Accountable Executive Officer (e.g., CEO, COO, or Vice President).
- 1 point** The company states it has assigned accountability for tailings management and safety to an Accountable Executive Officer (e.g., CEO, COO, or Vice President), but there is no information beyond statement.
- 0.5 point** n/a

b. Systems in place to ensure its operations appoint a site-specific Responsible Tailings Facility Engineer (RTFE) who is accountable for the integrity of the existing and future tailings facilities, and who has a primary reporting line that culminates with the corporate-level tailings safety Accountable Executive Officer?

- 2 points** The company has company-wide systems in place to ensure its operations appoint a site-specific Responsible Tailings Facility Engineer (RTFE) who is accountable for the integrity of the existing and future tailings facilities, and who has a primary reporting line that culminates with the corporate-level tailings safety Accountable Executive Officer, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its operations appoint a site-specific Responsible Tailings Facility Engineer (RTFE) who is accountable for the integrity of the existing and future tailings facilities, but there is no evidence that the primary reporting line culminates with the corporate-level tailings safety Accountable Executive Officer.
- 0.5 point** The company states it has systems in place to ensure its operations appoint a site-specific Responsible Tailings Facility Engineer (RTFE) who is accountable for the integrity of the existing and future tailings facilities, but there is no information beyond statement.

c. Systems in place to ensure its operations regularly conduct independent reviews and/audits of the design, stability, and integrity of their tailings facilities?

- 2 points** The company has company-wide systems in place to ensure its operations regularly conduct independent reviews and/audits of the design, stability, and integrity of their tailings facilities, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its operations regularly conduct independent reviews and/audits of the design, stability, and integrity of their tailings facilities, but there is limited evidence of the scope and content of these systems.
OR
The company has systems in place to ensure its operations regularly conduct independent reviews and/audits of the design, stability, and integrity of their tailings facilities, but not on a company-wide basis.
- 0.5 point** The company states it has systems in place to ensure its operations regularly conduct independent reviews and/audits of the design, stability, and integrity of their tailings facilities, but there is no information beyond statement.

F.02.3 Where applicable, the company tracks, reviews and acts to improve its performance on addressing potential risks related to its tailings facilities, including seepage and tailings dam failure.

Where applicable, can your company demonstrate that it systematically:

a. Tracks and discloses data, against targets and across successive time periods, on its performance on addressing potential risks related to its tailings facilities, including number and nature of incidents and details on activities conducted to address and prevent tailings risks?

2 points The company discloses recent company-wide data (within the assessment period) on its performance on addressing potential risks related to its tailings facilities, including number and nature of incidents and details on activities conducted to address and prevent tailings risks, and the data is compared across successive time periods.

1 point The company discloses recent company-wide data (within the assessment period) on its performance on addressing potential risks related to its tailings facilities, including number and nature of incidents and/or details on activities conducted to address and prevent tailings risks, and the data is not compared across successive time periods

OR

The company discloses recent company-wide data (within the assessment period) on its performance on addressing potential risks related to its tailings facilities, including number and nature of incidents, and the data is compared across successive time periods, but does not include details on activities conducted to address and prevent tailings risks

OR

The company discloses recent company-wide data (within the assessment period) on its performance on addressing potential risks related to its tailings facilities, including number and nature of incidents and details on activities conducted to address and prevent tailings risks, and the data is compared across successive time periods, but does not cover all of the company's activities.

0.5 point The company discloses recent data (within the assessment period) on its performance on addressing potential risks related to its tailings facilities, but the data is not compared across successive time periods and does not include details on activities conducted to address and prevent tailings risks

OR

The company discloses recent data (within the assessment period) on its performance on addressing potential risks related to its tailings facilities, including details on activities conducted to address and prevent tailings risks, but the data is not compared across successive time periods, and does not cover all of the company's activities

OR

The company discloses recent data (within the assessment period) on its performance on addressing potential risks related to its tailings facilities, and the data is compared across successive time periods, but does not include details on activities conducted to address and prevent tailings risks and does not cover all of the company's activities.

b. Carries out third-party audits and/or reviews on the effectiveness of its measures taken to address potential risks related to its tailings facilities, including seepage and tailings dam failure?

2 points The company discloses detailed data on third-party reviews and/or audits conducted within the assessment period to assess the effectiveness of its measures taken to address potential risks related to its tailings facilities, including seepage and tailings dam failure.

1 point The company discloses limited data on third-party reviews and/or audits conducted within the assessment period to assess the effectiveness of its measures taken to address potential risks related to its tailings facilities, including seepage and tailings dam failure.

0.5 point The company states that regular reviews and/or audits of the effectiveness of its measures taken to address potential risks related to its tailings facilities, including seepage and tailings dam failure are required and shall be conducted by an identified internal or external body, but there is no information on reviews and/or audits that were actually conducted, beyond statement.

c. Takes responsive action, on the basis of the findings of these third-party audits, to seek to improve the effectiveness of its measures taken to address potential risks related to its tailings facilities, including seepage and tailings dam failure?

- 2 points** The company discloses information on reviews and/or audits that were actually conducted and discloses data on how it has integrated recommendations and acted on findings to continuously improve the effectiveness of its measures taken to address potential risks related to its tailings facilities, including seepage and tailings dam failure.
- 1 point** The company states that it integrates the recommendations from these audits and/or reviews to continuously improve the effectiveness of its measures taken to address potential risks related to its tailings facilities, including seepage and tailings dam failure, and has disclosed information on reviews and/or audits that were actually conducted, but there is no information on the integration of recommendations, beyond statement.
- 0.5 point** The company states that it integrates the recommendations from these audits and/or reviews to continuously improve the effectiveness of its measures taken to address potential risks related to its tailings facilities, including seepage and tailings dam failure, but there is no information on reviews and/or audits that were actually conducted, and thus no information on the integration of recommendations.

F.03.1 The company has systems in place to ensure its operations design and implement water stewardship strategies and plans, based on a catchment-level approach, to address water security in the affected area for current and future water users and the environment.

Can your company demonstrate at the corporate level that it:

a. Has systems in place to ensure its operations develop water stewardship strategies and plans, based on a catchment-level approach, to respect the water needs and rights of current and future water users and the environment?

- 2 points** The company has company-wide systems in place to ensure its operations develop water stewardship strategies and plans, based on a catchment-level approach, to respect the water needs and rights of current and future water users and the environment, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its operations develop water stewardship strategies and plans, based on a catchment-level approach, to respect the water needs and rights of current and future water users and the environment, but there is limited evidence of the scope and content of these systems OR
The company has systems in place to ensure its operations develop water stewardship strategies and plans, based on a catchment-level approach, to respect the water needs and rights of current and future water users and the environment, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.
OR
The company has systems in place to ensure its operations develop water stewardship strategies and plans on one of the four dimensions is not addressed.
- 0.5 point** The company provides a limited narrative description of systems to ensure its operations develop water stewardship strategies and plans, but there is no information about the scope, content and actual implementation of these systems
OR
The company provides evidence of only one or two cases of operations having developed water stewardship strategies and plans.

b. Has systems in place to ensure its operations consult with potentially-affected water users in the development of these water stewardship strategies and plans?

- 2 points** The company has company-wide systems in place to ensure its operations consult with potentially-affected water users in the development of these water stewardship strategies and plan, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its operations consult with potentially-affected water users in the development of these water stewardship strategies and plans, but there is limited evidence of the scope and/or content of these systems.
OR
The company has systems in place to ensure its operations consult with potentially- affected water users in the development of these water stewardship strategies and plans, and there is detailed evidence of the scope and/or content of these systems., but not on a company-wide basis.
- 0.5 point** The company provides a limited narrative description of systems to ensure its operations consult with potentially-affected water users in the development of these water stewardship strategies and plans, but there is no information about the scope, content and actual implementation of these systems
OR
The company provides evidence of only one or two operations having consulted with potentially-affected water users in the development of these water stewardship strategies and plans.

c. Systematically tracks the implementation of these water stewardship strategies?

- 2 points** The company discloses recent data (within the assessment period) confirming the systematic, company-wide tracking of the implementation of these strategies and plans.
- 1 point** The company has company-wide systems in place to systematically track the implementation of these strategies and plans, but there is limited evidence of the actual use of such systems
OR
The company discloses recent data (within the assessment period) from the tracking of the implementation of strategies and plans at several of its operations, but there is no evidence of a systematic, company-wide approach.
- 0.5 point** The company states that it tracks the implementation of these water stewardship strategies, but there is no information about the scope, content and actual implementation of these systems
OR
The company provides evidence of only one or more isolated cases of operations where the implementation of these strategies and plans is tracked.

F.03.2 The company tracks, reviews and acts to improve its performance on reducing its water consumption.

Can your company demonstrate that it systematically:

a. Tracks and discloses data, against targets and across successive time periods, on its performance on reducing its water consumption?

2 points

The company discloses recent company-wide data (within the assessment period) on its performance on reducing its water consumption, and the data is compared across successive time periods and against targets.

1 point

The company discloses recent company-wide data (within the assessment period) on its performance on reducing its water consumption, and the data is compared against targets, but not disclosed across successive time periods

OR

The company discloses recent company-wide data (within the assessment period) on its performance on reducing its water consumption, and the data is compared across successive time periods, but not against targets

OR

The company discloses company-wide data on its performance on reducing its water consumption, and the data is compared against targets and across successive time periods, but the data is outdated (older than the assessment period)

OR

The company discloses recent data (within the assessment period) on its performance on reducing its water consumption, and the data is compared across successive time periods and against targets, but does not cover all of the company's activities.

0.5 point

The company discloses recent company-wide data (within the assessment period) on its performance on reducing its water consumption, but the data is not compared against targets and not across successive time periods

OR

The company discloses recent data (within the assessment period) on its performance on reducing its water consumption, and the data is compared against targets, but not disclosed across successive time periods and does not cover all of the company's activities

OR

The company discloses recent data (within the assessment period) on its performance on reducing its water consumption, and the data is compared across successive time periods, but not against targets and does not cover all of the company's activities

OR

The company discloses data on its performance on reducing its water consumption, and the data is compared against targets and across successive time periods, but the data is outdated (older than the assessment period) and does not cover all of the company's activities.

b. Audits and/or reviews the effectiveness of its measures taken to reduce its water consumption?

- 2 points** The company discloses detailed data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its measures taken to reduce its water consumption.
- 1 point** The company discloses limited data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its measures taken to reduce its water consumption
OR
The company discloses detailed data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its measures taken to reduce its water consumption, but the data does not cover all of the company's activities.
- 0.5 point** The company states that regular reviews and/or audits of the effectiveness of its measures taken to reduce its water consumption are required and shall be conducted by an identified internal or external body, but there is no information on reviews and/or audits that were actually conducted, beyond statement.
OR
There is one or multiple isolated site-specific examples of reviews/audits having been conducted on the effectiveness of the measures taken to reduce water consumption, but there is no evidence of a company-wide systematic approach.

c. Takes responsive action, based on the findings of these audits and/or reviews, to seek to improve the effectiveness of its measures taken to reduce its water consumption?

- 2 points** The company discloses information on reviews and/or audits that were actually conducted and discloses data on how it has integrated recommendations and acted on findings to continuously improve the effectiveness of its measures taken to reduce its water consumption.
- 1 point** The company states that it integrates the recommendations from these audits and/or reviews to continuously improve the effectiveness of its measures taken to reduce its water consumption, and has disclosed information on reviews and/or audits that were actually conducted, but there is no information on the integration of recommendations, beyond statement.
OR
The company discloses information on reviews and/or audits that were actually conducted and discloses data on how it has integrated recommendations and acted on findings to continuously improve the effectiveness of its measures taken to reduce its water consumption, but it does not cover all of the company's activities.
- 0.5 point** The company states that it integrates the recommendations from these audits and/or reviews to continuously improve the effectiveness of its measures taken to reduce its water consumption, but there is no information on reviews and/or audits that were actually conducted, and thus no information on the integration of recommendations. OR
There is one or more isolated site-specific examples of reviews/audits recommendations having been integrated to continuously improve the effectiveness of the measures taken to reduce water consumption, but there is no evidence of a company-wide systematic approach.

F.03.3 The company tracks, reviews and acts to improve its performance on reducing its adverse impacts on water quality.

Can your company demonstrate that it systematically:

a. Tracks and discloses data, against targets and across successive time periods, on its performance on reducing its adverse impacts on water quality?

2 points

The company discloses recent data (within the assessment period) on its performance on reducing its adverse impacts on water quality showing at least three dimensions (dimensions considered include heavy metals concentration, pH and other conventional variables, hydrocarbons, PCBs and dioxins) and overall water quality category, and across successive time periods, and the company discloses improvement targets.

1 point

The company discloses recent company-wide data (within the assessment period) on its performance on reducing its adverse impacts on water quality, showing at least two dimensions (dimensions considered include heavy metals concentration, pH and other conventional variables, hydrocarbons, PCBs and dioxins) or overall water quality category, and the company discloses improvement targets, but data is not disclosed across successive time periods
OR

The company discloses recent data (within the assessment period) on its performance on reducing its adverse impacts on water quality, throughout its operations showing at least two dimensions (dimensions considered include heavy metals concentration, pH and other conventional variables, hydrocarbons, PCBs and dioxins) or overall water quality category, and data is compared across successive time periods, but the company does not disclose improvement targets
OR

The company discloses data on its performance on reducing its adverse impacts on water quality, throughout its operations showing at least two dimensions (dimensions considered include heavy metals concentration, pH and other conventional variables, hydrocarbons, PCBs and dioxins) or overall water quality category, and the company discloses improvement targets, and the data is compared across successive time periods, but the data is outdated (older than the assessment period)
OR

The company discloses recent data on its performance on reducing its adverse impacts on water quality showing at least three dimensions (dimensions considered include heavy metals concentration, pH and other conventional variables, hydrocarbons, PCBs and dioxins) and overall water quality category, and across successive time periods, and the company discloses improvement targets, but the data disclosed does not cover all of the company's activities
OR

The company tracks and discloses data on its performance on reducing its adverse impacts on water quality showing only one or two dimensions (dimensions considered include heavy metals concentration, pH and other conventional variables, hydrocarbons, PCBs and dioxins) and overall water quality category, and across successive time periods, and the company discloses improvement targets.

0.5 point

The company discloses recent company-wide data (within the assessment period) on its performance on reducing its adverse impacts on water quality, but the data is not compared against targets and not across successive time periods

OR

The company discloses recent data (within the assessment period) on its performance on reducing its adverse impacts on water quality, showing at least two dimensions (dimensions considered include heavy metals concentration, pH

and other conventional variables, hydrocarbons, PCBs and dioxins) or overall water quality category, and the company discloses improvement targets, but data is not disclosed across successive time periods and does not cover all of the company's activities

OR

The company discloses recent data (within the assessment period) on its performance on reducing its adverse impacts on water quality, throughout its operations showing at least two dimensions (dimensions considered include heavy metals concentration, pH and other conventional variables, hydrocarbons, PCBs and dioxins) or overall water quality category, and data is compared across successive time periods, but the company does not disclose improvement targets and the data does not cover all of the company's activities

OR

The company discloses data on its performance on reducing its adverse impacts on water quality, throughout its operations showing at least two dimensions (dimensions considered include heavy metals concentration, pH and other conventional variables, hydrocarbons, PCBs and dioxins) or overall water quality category, and the company discloses improvement targets, and the data is compared across successive time periods, but the data is outdated (older than the assessment period) and does not cover all of the company's activities

OR

The company discloses recent company-wide data (within the assessment period) on its performance on reducing its adverse impacts on water quality, showing only one dimension (dimensions considered include heavy metals concentration, pH and

other conventional variables, hydrocarbons, PCBs and dioxins) or overall water quality category, and the company discloses improvement targets, but data is not disclosed across successive time periods

OR

The company discloses recent data (within the assessment period) on its performance on reducing its adverse impacts on water quality, throughout its operations showing only one dimension (dimensions considered include heavy metals concentration, pH and other conventional variables, hydrocarbons, PCBs and dioxins) or overall water quality category, and data is compared across successive time periods, but the company does not disclose improvement targets

OR

The company discloses data on its performance on reducing its adverse impacts on water quality, throughout its operations showing only one dimension (dimensions considered include heavy metals concentration, pH and other conventional variables, hydrocarbons, PCBs and dioxins) or overall water quality category, and the company discloses improvement targets, and the data is compared across successive time periods, but the data is outdated (older than the assessment period)

b. Audits and/or reviews the effectiveness of its measures taken to reduce its adverse impacts on water quality?

- 2 points** The company discloses detailed data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its measures taken to reduce its adverse impacts on water quality.
- 1 point** The company discloses limited data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its measures taken to reduce its adverse impacts on water quality.
- 0.5 point** The company states that regular reviews and/or audits of the effectiveness of its measures taken to reduce its adverse impacts on water quality are required and shall be conducted by an identified internal or external body, but there is no information on reviews and/or audits that were actually conducted, beyond statement.
- OR
- There is one or multiple isolated site-specific examples of reviews/audits having been conducted on the effectiveness of the measures taken to reduce adverse impacts on water quality, but there is no evidence of a company-wide systematic approach.

c. Takes responsive action, based on the findings of these audits and/or reviews, to seek to improve the effectiveness of its measures taken to reduce its adverse impacts on water quality?

- 2 points** The company discloses information on reviews and/or audits that were actually conducted and discloses data on how it has integrated recommendations and acted on findings to continuously improve the effectiveness of its measures taken to reduce its adverse impacts on water quality.
- 1 point** The company states that it integrates the recommendations from these audits and/ or reviews to continuously improve the effectiveness of its measures taken to reduce its adverse impacts on water quality, and has disclosed information on reviews and/ or audits that were actually conducted, but there is no information on the integration of recommendations, beyond statement.
- 0.5 point** The company states that it integrates the recommendations from these audits and/ or reviews to continuously improve the effectiveness of its measures taken to reduce its adverse impacts on water quality, but there is no information on reviews and/or audits that were actually conducted, and thus no information on the integration of recommendations.
- OR
- There is one or more isolated site-specific examples of reviews/audits recommendations having been integrated to continuously improve the effectiveness of the measures taken to reduce adverse impacts on water quality, but there is no evidence of a company-wide systematic approach.

F.04.1 The company has systems in place to ensure its operations limit the impacts of noise and vibration on affected communities, structures, properties, and wildlife.

Can your company demonstrate at the corporate level that it has systems in place to ensure its operations:

a. Regularly assess and publicly disclose, against baseline values and targets, the noise and vibration levels generated by their activities?

- 2 points** The company has company-wide systems in place to ensure its operations regularly assess and publicly disclose, against baseline values, the noise and vibration levels generated by their activities, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to ensure its operations assess the noise and vibration levels generated by their activities, but not against baseline values or not on a regular basis
OR
The company has systems in place to ensure its operations regularly assess, against baseline values, either the noise or vibration levels generated by their activities
OR
The company has systems in place to ensure its operations regularly assess, against baseline values, the noise and vibration levels generated by their activities, and there is detailed evidence of the scope and content of these systems, but not on a company- wide basis.
- 0.5 point** The company provides a limited narrative description of systems to ensure its operations assess the noise and vibration levels generated by their activities, but there is no information about the scope, content and actual implementation of these systems
OR
The company provides evidence of only one or some isolated cases of operations having assessed the noise and vibration levels generated by their activities, but there is no evidence of a company-wide approach or system.

b. Develop strategies and plans to limit the impacts of noise and vibration generated by their activities in the surrounding areas?

- 2 points** The company has company-wide systems in place to ensure its operations develop strategies and plans to limit the impacts of noise and vibration generated by their activities in the surrounding areas, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to ensure its operations develop strategies and plans to limit the impacts of noise and/or vibration generated by their activities in the surrounding areas, but there is limited evidence of the scope and/or content of these systems
OR
The company has systems in place to ensure its operations develop strategies and plans to limit the impacts of noise and vibration generated by their activities in the surrounding areas, and there is detailed evidence of the scope and content of these systems, but not a company-wide basis.
- 0.5 point** The company provides a limited narrative description of its systems to ensure its operations develop strategies and plans to limit the impacts of noise and/or vibration generated by their activities in the surrounding areas, but there is no information about the scope, content and actual implementation of these systems
OR
The company provides evidence of only one or two operations having developed strategies and plans to limit the impacts of noise and/or vibration generated by their activities in the surrounding areas.

c. *Systematically engage with affected communities and other stakeholders in the development of these strategies?*

- 2 points** The company has company-wide systems in place to ensure its operations engage with affected communities and other stakeholders in the development of these strategies, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its operations engage with affected communities and other stakeholders in the development of these strategies, but there is limited evidence of the scope and/or content of these systems OR
The company has systems in place to ensure its operations engage with affected communities and other stakeholders in the development of these strategies, and there is detailed evidence of the scope and content of these systems, but not on a company- wide basis.
- 0.5 point** The company states that it engages with affected communities and other stakeholders in the development of these strategies, but there is no information beyond narrative statement
OR
The company provides evidence of only one or two operations having engaged with with affected communities and other stakeholders in the development of these strategies.

F.05.1 The company commits to not explore or mine in World Heritage Sites, respect other protected areas, and to not use practices that would threaten freshwater, marine, and deep-sea habitats.

Can your company demonstrate at the corporate level that it has formalised its commitment, that is endorsed by senior management to:

a. *Not explore or mine in World Heritage Sites and to respect other terrestrial, wetland and marine protected areas that are designated to conserve cultural or natural heritage?*

- 2 points** The company commits to not explore or mine in World Heritage Sites and to respect other terrestrial, wetland and marine protected areas that are designated to conserve cultural or natural heritage in a formal document which covers all of the company's activities and is endorsed by senior management.
- 1 point** The company commits to not explore or mine in World Heritage Sites and to respect other terrestrial, wetland and marine protected areas that are designated to conserve cultural or natural heritage in a formal document which covers all of the company's activities, but there is no evidence that this commitment is endorsed by senior management
OR
The company commits to not explore or mine in World Heritage Sites and to respect other terrestrial, wetland and marine protected areas that are designated to conserve cultural or natural heritage in a dedicated formal document which is endorsed by senior management, but does not cover all of the company's activities
OR
The company commits to not explore or mine in World Heritage Sites in a dedicated formal document which is endorsed by senior management, but it only covers some limited aspects or does not refer to respecting other terrestrial, wetland and marine protected areas that are designated to conserve cultural or natural heritage.
- 0.5 point** The company refers to the need for respecting World Heritage Sites and other terrestrial, wetland and marine protected areas, but does not make a clear commitment in a formal document which is endorsed by senior management.

b. Not use riverine, lake or marine disposal of tailings?

- 2 points** The company commits to not use riverine, lake or marine disposal of tailings in a formal document which covers all of the company's activities and is endorsed by senior management.
- 1 point** The company commits to not use riverine, lake or marine disposal of tailings in a formal document which covers all of the company's activities, but there is no evidence that this commitment is endorsed by senior management
OR
The company commits to not use riverine, lake or marine disposal of tailings in a formal document which is endorsed by senior management, but does not cover all of the company's activities.
- 0.5 point** The company refers to not use riverine, lake or marine disposal of tailings, but does not make a clear commitment in a formal document which is endorsed by senior management.

c. Not engage in or support deep seabed exploration and mining?

- 2 points** The company commits to not engage in or support deep seabed exploration and mining in a formal document which covers all of the company's activities and is endorsed by senior management.
- 1 point** The company commits to not engage in or support deep seabed exploration and mining in a formal document which covers all of the company's activities, but there is no evidence that this commitment is endorsed by senior management
OR
The company commits to not engage in or support deep seabed exploration and mining in a formal document which is endorsed by senior management, but does not cover all of the company's activities.
- 0.5 point** The company refers to not engage in or support deep seabed exploration and mining, but does not make a clear commitment in a formal document which is endorsed by senior management.

F.05.2 The company tracks, reviews and acts to improve its performance on protecting mining-affected biodiversity and ecosystems.

Can your company demonstrate that it systematically:

a. Tracks and discloses data, against data and across successive time periods, on its performance on protecting mining-affected biodiversity and ecosystems?

- 2 points** The company tracks and discloses recent data (within the assessment period) on its performance on protecting mining-affected biodiversity and ecosystems, showing multiple dimensions of tracking (i.e.: land disturbed vs. land restored/rehabilitated; land set aside for conservation/offset areas; conservation/protection of endangered species (fauna/flora); other KPIs...) and the data is compared against targets and across successive time periods.
- 1 point** The company tracks and discloses recent data on its performance on protecting mining-affected biodiversity and ecosystems, showing multiple dimensions of tracking (i.e.: land disturbed vs. land restored/rehabilitated; land set aside for conservation/offset areas; conservation/protection of endangered species (fauna/flora); other KPIs...), but not on a company-wide basis or not across successive time periods or not compared against targets
OR
The company tracks and discloses recent data on its performance on protecting mining-affected biodiversity and ecosystems, on a company-wide basis and across successive time periods or compared against targets, but showing only one dimension of tracking.
- 0.5 point** The company discloses recent data (within the assessment period) on its performance on protecting mining-affected biodiversity and ecosystems, but showing only one dimension of tracking (i.e.: land disturbed vs. land restored/rehabilitated; land set aside for conservation/offset areas; conservation/protection of endangered species (fauna/flora); other KPIs...)
OR
The company provides only one or two relevant examples.

b. Audits and/or reviews the effectiveness of its measures taken to protect mining-affected biodiversity and ecosystems?

2 points The company discloses detailed data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its measures taken to protect mining-affected biodiversity and ecosystems.

1 point The company discloses limited data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its measures taken to protect mining-affected biodiversity and ecosystems.

0.5 point The company states that regular reviews and/or audits of the effectiveness of its measures taken to manage biodiversity or ecosystem services are required and shall be conducted by an identified internal or external body, but there is no information on reviews and/or audits that were actually conducted, beyond statement

OR

There is one or multiple isolated site-specific examples of reviews/audits having been conducted on the effectiveness of the measures taken to protect mining-affected biodiversity and ecosystems., but there is no evidence of a company-wide systematic approach.

c. Takes responsive action, based on the findings of these audits and/or reviews, to seek to improve the effectiveness of its measures taken to protect mining-affected biodiversity and ecosystems?

2 points The company discloses information on reviews and/or audits that were actually conducted, and discloses data on how it has integrated recommendations and acted on findings to continuously improve the effectiveness of its measures taken to manage biodiversity or ecosystem services.

1 point The company states that it integrates the recommendations from these audits and/or reviews to continuously improve the effectiveness of its measures taken to manage biodiversity and ecosystem services, and has disclosed information on reviews and/ or audits that were actually conducted, but there is no information on the integration of recommendations, beyond statement

OR

The company discloses information on reviews and/or audits that were actually conducted and discloses data on how it has integrated recommendations and acted on findings to continuously improve the effectiveness of its measures taken to manage biodiversity or ecosystem services, but it does not cover all of the company's activities.

0.5 point The company states that it integrates the recommendations from these audits and/or reviews to continuously improve the effectiveness of its measures taken to manage biodiversity or ecosystem services, but there is no information on reviews and/or audits that were actually conducted, and thus no information on the integration of recommendations.

F.06.1 The company has systems in place to identify, assess, and address how climate change can exacerbate the impacts of their current and future operations on the environment.

Can your company demonstrate at the corporate level that it:

a. Has systems in place to ensure its operations identify, assess, and report on how climate change can exacerbate the impacts of their current and future operations on the environment?

- 2 points** The company has company-wide systems in place to ensure its operations identify, assess, and report on how climate change can exacerbate the impacts of their current and future operations on the environment, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to ensure its operations identify, assess, and report on how climate change can exacerbate the impacts of their current and future operations on the environment, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis
OR
The company has company-wide systems in place to ensure its operations identify, assess, and report on how climate change can exacerbate the impacts of their current and future operations on the environment, but there is limited evidence of the scope and/or content of these systems.
- 0.5 point** The company states that it has systems in place to ensure its operations identify, assess, and report on how climate change can exacerbate the impacts of their current and future operations on the environment, but there is no information beyond narrative statement
OR
The company provides evidence of only one or two operations having identified, assessed, and reported on how climate change can exacerbate the impacts of their current and future operations on the environment.

b. Has systems in place to ensure its operations develop strategies and plans to address these implications?

- 2 points** The company has company-wide systems in place to ensure its operations develop strategies and plans to address these implications, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its operations develop strategies and plans to address these implications, but there is limited evidence of the scope and/or content of these systems
OR
The company has systems in place to ensure its operations develop strategies and plans to address these implications, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.
- 0.5 point** The company provides a limited narrative description of its systems to ensure its operations develop strategies and plans to address these implications, but there is no information about the scope, content and actual implementation of these systems
OR
The company provides evidence of only one or two operations having developed strategies and plans to address these implications.

c. Systematically tracks the implementation of these strategies and plans?

- 2 points** The company discloses recent data (within the assessment period) confirming the systematic, company-wide tracking of the implementation of these strategies and plans.
- 1 point** The company has systems in place to systematically track the implementation of these strategies and plans, but there is limited evidence of the actual use of such systems
OR
The company discloses recent data (within the assessment period) from the tracking of the implementation of strategies and plans at several of its operations, but there is no evidence of a systematic, company-wide approach.
- 0.5 point** The company states that it tracks the implementation of these strategies and plans, but there is no information disclosed beyond a narrative description.

F.06.2 The company has systems in place to identify, assess, and address how climate change can exacerbate the impacts of their current and future operations on affected communities and workers.

Can your company demonstrate at the corporate level that it:

a. Has systems in place to ensure its operations identify, assess and report on how climate change can exacerbate the impacts of their current and future operations on affected communities and workers?

- 2 points** The company has company-wide systems in place to ensure its operations identify, assess, and report on how climate change can exacerbate the impacts of their current and future operations on affected communities and workers, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has systems in place to ensure its operations identify, assess, and report on how climate change can exacerbate the impacts of their current and future operations on affected communities and workers, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis
OR
The company has company-wide systems in place to ensure its operations identify, assess, and report on how climate change can exacerbate the impacts of their current and future operations on affected communities and workers, but there is limited evidence of the scope and/or content of these systems
OR
The company has company-wide systems in place to ensure its operations identify, assess, and report on how climate change can exacerbate the impacts of their current and future operations on affected communities or workers, and there is detailed evidence of the scope and content of these systems.
- 0.5 point** The company states that it has systems in place to ensure its operations identify, assess, and report on how climate change can exacerbate the impacts of their current and future operations on affected communities and/or workers, but there is no information beyond narrative statement
OR
The company provides evidence of only one or two operations having identified, assessed, and reported on how climate change can exacerbate the impacts of their current and future operations on affected communities and/or workers.

b. Has systems in place to ensure its operations develop strategies and plans, in collaboration with affected communities and workers, to address these implications?

- 2 points** The company has company-wide systems in place to ensure its operations develop strategies and plans to address these implications, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its operations develop strategies and plans to address these implications, but there is limited evidence of the scope and/or content of these systems
OR
The company has systems in place to ensure its operations develop strategies and plans to address these implications, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.
- 0.5 point** The company provides a limited narrative description of its systems to ensure its operations develop strategies and plans to address these implications, but there is no information about the scope, content and actual implementation of these systems
OR
The company provides evidence of only one or two operations having developed strategies and plans to address these implications.

c. Systematically tracks the implementation of these strategies and plans?

- 2 points** The company discloses recent data (within the assessment period) confirming the systematic, company-wide tracking of the implementation of these strategies and plans.
- 1 point** The company has systems in place to systematically track the implementation of these strategies and plans, but there is limited evidence of the actual use of such systems
OR
The company discloses recent data (within the assessment period) from the tracking of the implementation of strategies and plans at several of its operations, but there is no evidence of a systematic, company-wide approach.
- 0.5 point** The company states that it tracks the implementation of these strategies and plans, but there is no information disclosed beyond a narrative description.

F.06.3 The company tracks, reviews and acts to improve its performance on reducing its Scope 1, Scope 2, and Scope 3 greenhouse gas (GHG) emissions.

Can your company demonstrate that it systematically:

a. Tracks and discloses data, against reduction targets and across successive time periods, on its performance on reducing its Scope 1, Scope 2, and Scope 3 greenhouse gas (GHG) emissions?

2 points

The company discloses recent company-wide data (within the assessment period) on its performance on reducing its Scope 1, Scope 2, and Scope 3 greenhouse gas (GHG) emissions, and the data is compared across successive time periods and against reduction targets.

1 point

The company discloses recent company-wide data (within the assessment period) on its performance on reducing its Scope 1, Scope 2, and Scope 3 greenhouse gas (GHG) emissions, and the data is compared against targets, but not across successive time periods

OR

The company discloses recent company-wide data (within the assessment period) on its performance on reducing its Scope 1, Scope 2, and Scope 3 greenhouse gas (GHG) emissions, and the data is compared across successive time periods, but not against targets

OR

The company discloses recent data (within the assessment period) on its performance on reducing its Scope 1, Scope 2, and Scope 3 greenhouse gas (GHG) emissions, and the data is compared across successive time periods and against targets, but the data does not cover all of the company's activities

OR

The company discloses recent company-wide data (within the assessment period) on reducing its Scope 1 and Scope 2 greenhouse gas (GHG) emissions only, and the data is compared across successive time periods and against targets.

0.5 point

The company discloses recent data (within the assessment period) on its performance on reducing its Scope 1, Scope 2, and Scope 3 greenhouse gas (GHG) emissions, but the data is not compared against targets and not across successive time periods

OR

The company discloses recent data (within the assessment period) on its performance on reducing its Scope 1, Scope 2, and Scope 3 greenhouse gas (GHG) emissions, and the data is compared against targets, but not across successive time periods and does not cover all of the company's activities

OR

The company discloses recent data (within the assessment period) on its performance on reducing its Scope 1, Scope 2, and Scope 3 greenhouse gas (GHG) emissions, and the data is compared across successive time periods, but not against targets and does not cover all of the company's activities

OR

The company discloses recent company-wide data (within the assessment period) on its performance on reducing its Scope 1 and Scope 2 greenhouse gas (GHG) emissions only, and the data is compared against targets, but not across successive time periods

OR

The company discloses recent company-wide data (within the assessment period) on reducing its Scope 1 and Scope 2 greenhouse gas (GHG) emissions only, and the data is compared across successive time periods, but not against targets.

b. Audits and/or reviews the effectiveness of its measures taken to reduce its Scope 1 ,Scope 2, and Scope 3 GHG emissions?

2 points The company discloses detailed data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its measures taken to reduce its Scope 1 ,Scope 2, and Scope 3 GHG emissions.

1 point The company discloses limited data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its measures taken to reduce its Scope 1 ,Scope 2, and Scope 3 GHG emissions.

0.5 point The company states that regular reviews and/or audits of the effectiveness of its measures taken to reduce its Scope 1 ,Scope 2, and Scope 3 GHG emissions are required and shall be conducted by an identified internal or external body, but there is no information on reviews and/or audits that were actually conducted, beyond statement

OR

The company discloses data on the outcomes of reviews/audits that were conducted within the assessment period, but there is no information on the scope and actual content of these reviews/audits and the data does not cover all of companies' activities.

c. Takes responsive action, based on the findings of these audits and/or reviews, to seek to continuously improve the effectiveness of its measures taken to reduce its Scope 1, Scope 2, and Scope 3 GHG emissions?

2 points The company discloses information on reviews and/or audits that were actually conducted and discloses data on how it has integrated recommendations and acted on findings to continuously improve the effectiveness of its measures taken to reduce its Scope 1, Scope 2, and Scope 3 GHG emissions.

1 point The company states that it integrates the recommendations from these audits and/or reviews to continuously improve the effectiveness of its measures taken to reduce its Scope 1, Scope 2, and Scope 3 GHG emissions, and has disclosed information on reviews and/or audits that were actually conducted, but there is no information on the integration of recommendations, beyond statement.

0.5 point The company states that it integrates the recommendations from these audits and/or reviews to continuously improve the effectiveness of its measures taken to reduce its Scope 1, Scope 2, and Scope 3 GHG emissions, but there is no information on reviews and/or audits that were actually conducted, and thus no information on the integration of recommendations.

F.06.4 The company tracks, reviews and acts to improve its performance on reducing energy consumption throughout its operations.

Can your company demonstrate that it systematically:

a. Tracks and discloses data, against reduction targets and across successive time periods, on its performance on reducing energy consumption throughout its operations?

2 points The company discloses recent company-wide data (within the assessment period) on energy consumption, and the data is compared across successive time periods and against reduction targets.

1 point The company discloses recent company-wide data (within the assessment period) on energy consumption, and the data is compared against targets but not across successive time periods
OR

The company discloses recent company-wide data (within the assessment period) on energy consumption, and the data is compared across successive time periods but not against targets

OR

The company discloses recent company-wide data (within the assessment period) on energy consumption, and the data is compared across successive time periods and against targets, but the data does not cover all of the company's activities.

0.5 point The company discloses recent company-wide data (within the assessment period) on energy consumption, but the data is not compared across successive time periods and not against targets
OR

The company discloses recent data (within the assessment period) on energy consumption and the data is compared against targets, but not across successive time periods and does not cover all of the company's activities

OR

The company discloses recent company-wide data (within the assessment period) on energy consumption, and the data is compared across successive time periods but not against targets and does not cover all of the company's activities.

b. Audits and/or reviews the effectiveness of its measures taken to reduce energy consumption throughout its operations?

2 points The company discloses detailed data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its measures taken to manage energy consumption throughout its operations.

1 point The company discloses limited data on reviews and/or audits conducted within the assessment period to assess the effectiveness of its measures taken to manage energy consumption throughout its operations.

0.5 point The company states that regular reviews and/or audits of the effectiveness of its measures taken to manage energy consumption throughout its operations are required and shall be conducted by an identified internal or external body, but there is no information on reviews and/or audits that were actually conducted, beyond statement.

c. Takes responsive action, based on the findings of these audits and/or reviews, to seek to improve the effectiveness of its measures taken to reduce energy consumption throughout its operations?

- 2 points** The company discloses information on reviews and/or audits that were actually conducted and discloses data on how it has integrated recommendations and acted on findings to continuously improve the effectiveness of its measures taken to manage energy consumption throughout its operations.
- 1 point** The company states that it integrates the recommendations from these audits and/or reviews to continuously improve the effectiveness of its measures taken to manage energy consumption throughout its operations, and has disclosed information on reviews and/or audits that were actually conducted, but there is no information on the integration of recommendations, beyond statement.
- 0.5 point** The company states that it integrates the recommendations from these audits and/or reviews to continuously improve the effectiveness of its measures taken to manage energy consumption throughout its operations, but there is no information on reviews and/or audits that were actually conducted, and thus no information on the integration of recommendations.

F.07.1 The company has systems in place to ensure its operations identify, assess, avoid, and mitigate potential risks related to the transportation, handling, storage, emission and disposal of hazardous materials.

Can your company demonstrate at the corporate level that it:

a. Has systems in place to ensure its operations identify and assess the risks related to their use of hazardous materials?

- 2 points** The company has company-wide systems in place to ensure its operations identify and assess the risks related to their use of hazardous materials, covering both input and outputs, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems in place to ensure its operations identify and assess the risks related to their use of hazardous materials, covering both inputs and outputs, but there is limited evidence of the scope and/or content of these systems
OR
The company has systems in place to ensure its operations identify and assess the risks related to their use of hazardous materials, covering either inputs or outputs, and there is detailed evidence of the scope and content of these systems
OR
The company has systems in place to ensure its operations identify and assess the risks related to their use of hazardous materials, covering both input and outputs, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.
- 0.5 point** The company provides a limited narrative description of systems to ensure its operations identify and assess the risks related to their use of hazardous materials, but there is no information about the scope, content and actual implementation of these systems
OR
The company provides evidence of only one or multiple isolated cases of operations having identified and assessed the risks related to their use of hazardous materials, but there is no evidence of company-wide approaches or systems in place.

b. Has systems in place to ensure its operations develop strategies and plans to address these risks?

- 2 points** The company has company-wide systems in place to ensure its operations develop strategies and plans to prevent, mitigate and account for how it addresses these identified impacts, covering both inputs and outputs, and there is detailed evidence of the scope and content of these systems.
- 1 point** The company has company-wide systems to ensure its operations develop strategies and plans to prevent, mitigate and account for how it addresses these identified impacts, covering both inputs and outputs, but there is limited evidence of the scope and/or content of these systems
- OR
- The company has company-wide systems to ensure its operations develop strategies and plans to prevent, mitigate and account for how it addresses these identified impacts, and there is detailed evidence of their scope and content, but it only covers either inputs or outputs
- OR
- The company has systems in place to ensure its operations develop strategies and plans to prevent, mitigate and account for how it addresses these identified impacts, covering both inputs and outputs, and there is detailed evidence of the scope and content of these systems, but not on a company-wide basis.
- 0.5 point** The company provides a limited narrative description of its systems to ensure its operations develop strategies and plans to address these risks, but there is no information about the scope, content and actual implementation of these systems OR
- The company provides evidence of only one or two operations having developed strategies and plans to address these risks.

c. Systematically tracks the implementation of these strategies and plans?

- 2 points** The company discloses recent data (within the assessment period) confirming the systematic, company-wide tracking of the implementation of these strategies and plans which covers both input and outputs.
- 1 point** The company has systems in place to systematically track the implementation of these strategies and plans throughout its operations, covering both inputs and outputs, but there is limited evidence of the actual use of such systems
- OR
- The company discloses recent data (within the assessment period) from the tracking of the implementation of strategies and plans at several of its operations, covering both inputs and outputs, but there is no evidence of a systematic, company-wide approach
- OR
- The company discloses recent data (within the assessment period) confirming the systematic, company-wide tracking of the implementation of these strategies and plans related to only one or multiple specific substances or materials.
- 0.5 point** The company states that it tracks the implementation of these strategies and plans, but there is no information disclosed beyond a narrative description.

MS.01 Local Employment

For this mine site, does the company:

a. Publicly disclose the number of people from affected communities who work as employees?

1 point

Specifically for this mine site, the company discloses the **recent (within the assessment period) number** of people from affected communities who work as employees.

0.5 point

Specifically for this mine site, the company discloses **only the percentage** of people from affected communities who work as employees

OR

Specifically for this mine site, the company discloses the **number** of people from affected communities who work as employees, but the **data is outdated**

OR

Specifically for this mine site, the company discloses the **recent (within the assessment period) number** of local people who work as employees, but **only at the provincial level** (beyond community/district level).

b. Publicly disclose the number of people from affected communities who work for contractors?

1 point

Specifically for this mine site, the company discloses the **recent (within the assessment period) number** of people from affected communities who work for contractors.

0.5 point

Specifically for this mine site, the company discloses only the percentage of people from affected communities who work for contractors

OR

Specifically for this mine site, the company discloses the **number** of people from affected communities who work for contractors, but the **data is outdated**

OR

Specifically for this mine site, the company discloses the **recent (within the assessment period) number** of local people who work for contractors, but **only at the provincial level** (beyond community/district level).

c. Publicly disclose the number of women workers from affected communities who are hired as employees and hired by contractors?

1 point

Specifically for this mine site, the company discloses the **recent (within the assessment period) number** of women workers from affected communities who are hired as employees **AND** hired by contractors.

0.5 point

Specifically for this mine site, the company **EITHER** discloses the **recent (within the assessment period) number** of women workers from affected communities who are hired as employees **OR** hired by contractors (but not both).

OR

Specifically for this mine site, the company discloses **only the percentage** of women workers from affected communities who are hired as employees and hired by contractors

OR

Specifically for this mine site, the company discloses the **number** of women workers from affected communities who are hired as employees and hired by contractors, but the **data is outdated**

OR

Specifically for this mine site, the company discloses the **recent (within the assessment period) number** of local women workers who are hired as employees **AND** hired by contractors, but **only at the provincial level** (beyond community/district level).

d. Publicly disclose the number of people from affected communities who work as employees and for contractors who have been promoted to more senior positions?

- 1 point** Specifically for this mine site, the company discloses the **recent (within the assessment period) number** of people from affected communities who work as employees **AND** for contractors who have been promoted to more senior positions.
- 0.5 point** Specifically for this mine site, the company **EITHER** discloses the **recent (within the assessment period) number** of people from affected communities who work as employees **OR** for contractors who have been promoted to more senior positions (but not both).
OR
Specifically for this mine site, the company discloses **only the percentage** of people from affected communities who work as employees and for contractors who have been promoted to more senior positions
OR
Specifically for this mine site, the company discloses the number of people from affected communities who work as employees and/or for contractors who have been promoted to more senior positions, but the **data is outdated**
OR
Specifically for this mine site, the company discloses the **recent (within the assessment period) number** of people who work as employees and/or for contractors who have been promoted to more senior positions, but **only at the provincial level** (beyond community/district level).

MS.02 Local Procurement

For this mine site, does the company:

a. Publicly disclose the amount of money it spends on goods and services from the local area?

- 1 point** Specifically for this mine site, the company discloses the **recent (within the assessment period) absolute amount** of money it spends on goods and services from the local area
- 0.5 point** Specifically for this mine site, the company discloses **only the percentage** of money it spends on goods and services from the local area
OR
Specifically for this mine site, the company discloses **the amount of money** it spends on goods and services from the local area, but the **data is outdated**
OR
Specifically for this mine site, the company discloses the **recent (within the assessment period) amount of money** it spent on goods and services from the local and national suppliers (in-country), but not from local suppliers only.

b. Publicly disclose the types of goods and services it buys from the local area?

- 1 point** Specifically for this mine site, the company discloses comprehensive details on the types of goods and services it buys from the local area.
- 0.5 point** Specifically for this mine site, the company mentions the types of goods and services it mostly buy from the local area, but the data is not comprehensive, or not detailed enough.

c. Involve affected communities in the development of its local procurement programmes?

1 point Specifically for this mine site, the company provides evidence that demonstrates it has recently (within the assessment period) involved affected communities in the development of its local procurement programmes.

0.5 point Specifically for this mine site, the company mentions that it regularly involves affected communities in the development of its local procurement programmes, but there is no evidence of involvement that actually took place within the assessment period

OR

Specifically for this mine site, the company provides evidence that demonstrates it has involved affected communities in the development of its local procurement programmes, but the most recent involvement took place before the assessment period.

d. Actively involve women from affected communities in the development of its local procurement programmes?

1 point Specifically for this mine site, the company provides evidence that demonstrates it has recently (within the assessment period) actively involved women from affected communities in the development of its local procurement programmes.

0.5 point Specifically for this mine site, the company mentions that it regularly actively involves women from affected communities in the development of its local procurement programmes, but there is no evidence of involvement that actually took place within the assessment period

OR

Specifically for this mine site, the company provides evidence that demonstrates it has actively involved women from affected communities in the development of its local procurement programmes, but the most recent involvement took place before the assessment period.

MS.03 Air Quality

For this mine site, does the company:

a. Publicly disclose, on a regular basis, air quality data for each monitoring point?

1 point Specifically for this mine site, the company publicly discloses, on a regular basis, air quality data for each monitoring point and includes at least particle matters and toxic gas concentrations.

0.5 point Specifically for this mine site, the company publicly discloses, on a regular basis, air quality data for some monitoring points for a limited number of parameters

OR

Specifically for this mine site, the company publicly discloses air quality data for each monitoring point and includes at least particle matters and toxic gas concentrations, but such data is not disclosed on a regular basis.

b. Highlight when and where air quality falls below safety limits?

1 point Specifically for this mine site, the company regularly highlights when and where air quality fell below safety limits.

0.5 point Specifically for this mine site, the company highlights when and where air quality fell below safety limits, but not on a regular basis.

c. Involve affected communities in making decisions to manage air quality?

- 1 point** Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it is involving affected communities in making decisions to manage air quality.
- 0.5 point** Specifically for this mine site, the company mentions that it is involving affected communities in making decisions to manage air quality, but there is no evidence of how and when this involvement is taking place
OR
Specifically for this mine site, the company provides evidence that demonstrates it is actively involving affected communities in monitoring air quality, **BUT the data is outdated.**

d. Actively involve women from affected communities in making decisions to manage air quality?

- 1 point** Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it is actively involving women from affected communities in making decisions to manage air quality.
- 0.5 point** Specifically for this mine site, the company mentions that it is actively involving women from affected communities in making decisions to manage air quality, but there is no evidence of how and when this involvement is taking place
OR
Specifically for this mine site, the company provides evidence that demonstrates it is actively involving women from affected communities in monitoring air quality, **BUT the data is outdated.**

MS.04 Water Quality

For this mine site, does the company:

a. Publicly disclose, on a regular basis, water quality data for each monitoring point?

- 1 point** Specifically for this mine site, the company publicly discloses, on a regular basis, water quality data for each monitoring point and includes at least three of the following: 1) heavy metals concentration, 2) pH and other conventional variables (conductivity, hardness, ...), 3) hydrocarbons, 4) chemicals (PCBs and dioxins), 5) suspended solids
- 0.5 point** Specifically for this mine site, the company publicly discloses, on a regular basis, water quality data for some monitoring points and includes at least one of the following: 1) heavy metals concentration, 2) pH and other conventional variables (conductivity, hardness, ...), 3) hydrocarbons, 4) chemicals (PCBs and dioxins), 5) suspended solids
OR
Specifically for this mine site, the company publicly discloses water quality data for each monitoring point and includes at least three of the following: 1) heavy metals concentration, 2) pH and other conventional variables (conductivity, hardness, ...), 3) hydrocarbons, 4) chemicals (PCBs and dioxins), 5) suspended solids, but such data is not disclosed on a regular basis.

b. Highlight when and where water quality falls below safety limits?

- 1 point** Specifically for this mine site, the company regularly highlights when and where water quality fell below safety limits.
- 0.5 point** Specifically for this mine site, the company highlights when and where water quality fell below safety limits, but not on a regular basis.

c. Involve affected communities in making decisions to manage water quality?

- 1 point** Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it is involving affected communities in making decisions to manage water quality.
- 0.5 point** Specifically for this mine site, the company mentions that it is involving affected communities in making decisions to manage water quality, but there is no evidence of how and when this involvement is taking place
OR
Specifically for this mine site, the company provides evidence that demonstrates it is actively involving affected communities in monitoring water quality, **BUT the data is outdated.**

d. Actively involve women from affected communities in making decisions to manage water quality?

- 1 point** Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it is actively involving women from affected communities in making decisions to manage water quality.
- 0.5 point** Specifically for this mine site, the company mentions that it is actively involving women from affected communities in making decisions to manage water quality, but there is no evidence of how and when this involvement is taking place
OR
Specifically for this mine site, the company provides evidence that demonstrates it is actively involving women from affected communities in monitoring water quality, **BUT the data is outdated.**

MS.05 Water Quantity

For this mine site, does the company:

a. Publicly disclose, on a regular basis, the amount of water it is withdrawing from the environment?

- 1 point** Specifically for this mine site, the company publicly discloses, on a regular basis, the amount of water it is withdrawing from the environment.
- 0.5 point** Specifically for this mine site, the company publicly discloses the amount of water it is withdrawing from the environment, but not on a regular basis.

b. Discuss with affected communities how to manage access to shared water resources?

- 1 point** Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it is discussing with affected communities how to manage access to shared water needs.
- 0.5 point** Specifically for this mine site, the company mentions that it is discussing with affected communities how to manage access to shared water needs, but there is no evidence of how and when this discussion is taking place.

c. *Actively involve women from affected communities in discussing how to manage access to shared water resources?*

1 point Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it is actively involving women from affected communities in discussing how to manage access to shared water resources.

0.5 point Specifically for this mine site, the company mentions that it is actively involving women from affected communities in discussing how to manage access to shared water resources, but there is no evidence of how and when this discussion is taking place.

OR

Specifically for this mine site, the company provides evidence that demonstrates it is actively involving women from affected communities in discussing how to manage access to shared water resources, **BUT the data is outdated.**

d. *Involve affected communities in the decisions made to reduce its water consumption?*

1 point Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it is involving affected communities in the decisions made to reduce its water consumption.

0.5 point Specifically for this mine site, the company mentions that it is involving affected communities in the decisions made to reduce its water consumption, but there is no evidence of how and when this involvement is taking place.

OR

Specifically for this mine site, the company provides evidence that demonstrates it is involving affected communities in the decisions made to reduce its water consumption, **BUT the data is outdated.**

MS.06 Rehabilitation and Post-Closure

For this mine site, does the company:

a. Ensure affected communities have been are kept informed of when the mining operation will stop or close?

- 1 point** Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates how it has informed affected communities of when the mining operation will stop or close.
- 0.5 point** Specifically for this mine site, the company mentions that it has informed affected communities of when the mining operation will stop or close, but there is no evidence of how and when this information has been communicated
- OR
- Specifically for this mine site, the company provides evidence that demonstrates it has informed local authorities only of when the mining operation will stop or close
- OR
- Specifically for this mine site, the company publicly discloses when the mining operation will stop or close, but there is no evidence of how and when this information has been communicated to affected communities.

b. Involve affected communities in the development of its rehabilitation and post-closure plans?

- 1 point** Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it is involving affected communities in the development of its rehabilitation and post-closure plans.
- 0.5 point** Specifically for this mine site, the company mentions that it is involving affected communities in the development of its rehabilitation and post-closure plans, but there is no evidence of how and when this involvement is taking place

c. Ensure affected communities have agreed on the rehabilitation and post-closure plans for communities?

- 1 point** Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates affected communities have agreed on the rehabilitation and post-closure plans for communities.
- 0.5 point** Specifically for this mine site, the company mentions that affected communities have agreed on the rehabilitation and post-closure plans for communities, but there is no evidence of how and when this agreement has been obtained.

d. Actively involve women from affected communities in the development and validation of its rehabilitation and post-closure plans?

- 1 point** Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it is actively involving women from affected communities in the development and validation of its rehabilitation and post-closure plans.
- 0.5 point** Specifically for this mine site, the company mentions that it is actively involving women from affected communities in the development and validation of its rehabilitation and post-closure plans, but there is no evidence of how and when this involvement is taking place
- OR
- Specifically for this mine site, the company provides evidence that demonstrates it is actively involving women from affected communities in the development only of its rehabilitation and post-closure plans.

MS.07 Tailings Management

For this mine site, does the company:

a. Publicly disclose the exact location of all its tailings storage areas?

- 1 point** Specifically for this mine site, the company discloses the exact locations of all its tailings storage areas.
- 0.5 point** Specifically for this mine site, the company discloses the approximate locations of all its tailings storage areas.

b. Ensure all its tailings storage areas are signed in locally understandable ways and made safe for people and animals?

- 1 point** Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates all its tailings storage areas are signed in locally understandable ways and made safe for people and animals.
- 0.5 point** Specifically for this mine site, the company mentions that all its tailings storage areas are signed in locally understandable ways and made safe for people and animals, but there is no evidence of how and when this is implemented.

c. Publicly disclose the exact geographic area that a failure of its tailings facilities can affect?

- 1 point** Specifically for this mine site, the company publicly discloses the exact geographic area that a failure of its tailing facilities can affect.
- 0.5 point** Specifically for this mine site, the company publicly discloses the approximate geographic area that a failure of its tailing facilities can affect.

d. Regularly test the sirens and other warning systems to ensure that workers and affected communities will be alerted in case of any tailings incidents?

- 1 point** Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it regularly test the sirens and other warning systems to ensure that workers and affected communities will be alerted in case of any tailings incidents.
- 0.5 point** Specifically for this mine site, the company mentions that it regularly test the sirens and other warning systems to ensure that workers and affected communities will be alerted in case of any tailings incidents, but there is no evidence of how and when this testing is taking place

MS.08 Safety of Communities

For this mine site, does the company:

a. Publicly disclose the number and circumstances of non-work-related deaths that happen in its mining permit area?

1 point Specifically for this mine site, the company publicly discloses the number and circumstances of non-work-related deaths that happen in its mining permit area.

0.5 point Specifically for this mine site, the company publicly discloses the number only of non-work-related deaths that happen in its mining permit area.

b. Ensure affected communities have been informed of what to do in case of mining-related emergency?

1 point Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it has informed affected communities of what to do in case of mining-related emergency.

0.5 point Specifically for this mine site, the company mentions that it has informed affected communities of what to do in case of mining-related emergency, but there is no evidence of how and when this information has been provided.

c. Involve affected communities in testing these emergency response plans?

1 point Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it involves affected communities in testing its emergency response plans.

0.5 point Specifically for this mine site, the company mentions that it involves affected communities in testing its emergency response plans, but there is no evidence of how and when this involvement is taking place
OR

Specifically for this mine site, the company provides evidence that demonstrates it involves local authorities only in testing its emergency response plans.

d. Actively involve women from affected communities in testing these emergency response plans?

1 point Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it actively involves women from affected communities in testing its emergency response plans.

0.5 point Specifically for this mine site, the company mentions that it actively involves women from affected communities in testing its emergency response plans, but there is no evidence of how and when this involvement is taking place.

MS.09 Community Complaints and Grievances

For this mine site, does the company:

a. Have a grievance mechanism for affected communities and individuals to register complaints and grievances?

1 point Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it has a grievance mechanism for affected communities and individuals to register complaints and grievances.

0.5 point Specifically for this mine site, the company describes a grievance mechanism for affected communities and individuals to register complaints and grievances or provides evidence of access to such a system, but there is no evidence of its implementation.

OR

Specifically for this mine site, the company provides tracking figure implying mechanism in place, but no practical details are provided

b. Ensure that male and female staff members are available for receiving and processing grievances so that men and women from communities can speak to someone of the same sex?

1 point Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it ensures that male and female staff members are available for receiving and processing grievances so that men and women from communities can speak to someone of the same sex.

0.5 point Specifically for this mine site, the company mentions that it ensures that male and female staff members are available for receiving and processing grievances so that men and women from communities can speak to someone of the same sex, but there is no evidence of how and when this is implemented.

c. Publicly disclose the number and types of complaints/grievances registered by affected communities and individuals?

1 point Specifically for this mine site, the company publicly discloses the number and the types of complaints/grievances registered by affected communities and individuals.

0.5 point Specifically for this mine site, the company publicly discloses the number or the types of complaints/grievances registered by affected communities and individuals.

OR

The data is outdated

d. Discuss with affected communities the measures it is taking to avoid repetition of the same complaints/grievances?

1 point Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it is discussing with affected communities the measures it is taking to avoid repetition of the same complaints/grievances.

0.5 point Specifically for this mine site, the company mentions that it is discussing with affected communities the measures it is taking to avoid repetition of the same complaints/grievances, but there is no evidence of how and when this discussion is taking place.

MS.10 Safety and Health of Workers

For this mine site, does the company:

a. Provide appropriate safety equipment to all its employees and the people who work for contractors, at no cost to them?

- 1 point** Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it provides appropriate safety equipment to all its employees and the people who work for contractors, at no cost to them.
- 0.5 point** Specifically for this mine site, the company provides evidence that demonstrates it provides appropriate safety equipment to all its employees and the people who work for contractors, but there is no evidence it provides this at no cost to them
OR
Specifically for this mine site, the company mentions that it provides appropriate safety equipment to all its employees and the people who work for contractors, at no cost to them, but there is no evidence of how and when this is provided.

b. Provide suitable sanitation and changing facilities to all its employees and the people who work for contractors?

- 1 point** Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it provides suitable sanitation and changing facilities to all its employees and the people who work for contractors.
- 0.5 point** Specifically for this mine site, the company provides evidence that demonstrates it provides suitable sanitation and changing facilities to all its employees only
OR
Specifically for this mine site, the company mentions that it provides suitable sanitation and changing facilities to all its employees and the people who work for contractors, but there is no evidence of how and when this is provided.

c. Ensure that all women workers have access to suitable sanitation and changing facilities that are safe and separated from those used by male workers?

- 1 point** Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it ensures that all women workers have access to suitable sanitation and changing facilities that are safe and separated from those used by male workers.
- 0.5 point** Specifically for this mine site, the company mentions that it ensures that all women workers have access to suitable sanitation and changing facilities that are safe and separated from those used by male workers, but there is no evidence of how and when this is ensured.

d. Publicly disclose the average hours worked per worker and per day?

- 1 point** Specifically for this mine site, the company publicly discloses the average hours worked per worker and per day.
- 0.5 point** n/a ?

MS.11 Women Workers

For this mine site, does the company:

a. Take measures to prevent harassment of women workers?

- 1 point** Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it takes measures to prevent harassment of women workers.
- 0.5 point** Specifically for this mine site, the company mentions that it takes measures to prevent harassment of women workers, but there is no evidence of how and when these measures are taken.

b. Take measures to prevent gender-based violence against women workers?

- 1 point** Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it takes measures to prevent gender-based violence against women workers.
- 0.5 point** Specifically for this mine site, the company mentions that it takes measures to prevent gender-based violence against women workers, but there is no evidence of how and when these measures are taken.

c. Ensure the provision of working clothes and personal protective equipment that are appropriate for women's bodies to all women who work as employees and for contractors?

- 1 point** Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it ensures the provision of working clothes and personal protective equipment that are appropriate for women's bodies to all women who work as employees and for contractors.
- 0.5 point** Specifically for this mine site, the company provides evidence that demonstrates it ensures the provision of working clothes and personal protective equipment that are appropriate for women's bodies to all women who work as employees only
- OR
- Specifically for this mine site, the company mentions that it ensures the provision of working clothes and personal protective equipment that are appropriate for women's bodies to all women who work as employees and for contractors, but there is no evidence of how and when this is ensured.

d. Provide gender-awareness training for all their employees and the people who work for contractors?

- 1 point** Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it provides gender-awareness training for all their employees and the people who work for contractors.
- 0.5 point** Specifically for this mine site, the company provides evidence that demonstrates it provides gender-awareness training for all their employees only
- OR
- Specifically for this mine site, the company mentions that it provides gender-awareness training for all their employees and the people who work for contractors, but there is no evidence of how and when this is provided.

MS.12 Workplace Deaths and Injuries

For this mine site, does the company:

a. Publicly disclose the number and circumstances of the injuries and deaths of its employees that happen at the workplace?

1 point Specifically for this mine site, the company publicly discloses the number **AND** circumstances of the injuries **AND** deaths of its employees that happen at the workplace.

0.5 point Specifically for this mine site, the company publicly discloses the **number ONLY** of the injuries and deaths of its employees that happen at the workplace

OR

Specifically for this mine site, the company publicly discloses **the number AND circumstances** but only EITHER for the deaths **OR** the injuries only of its employees that happen at the workplace.

b. Publicly disclose the number and circumstances of the injuries and deaths of people working for contractors that happen at the workplace?

1 point Specifically for this mine site, the company publicly discloses the **number AND circumstances** of the **injuries AND deaths** of people working for contractors that happen at the workplace.

0.5 point Specifically for this mine site, the company publicly discloses the **number ONLY** of the injuries and deaths of people working for contractors that happen at the workplace

OR

Specifically for this mine site, the company publicly discloses the **number AND circumstances** but only EITHER for the deaths **OR** the injuries of people working for contractors that happen at the workplace.

c. Have a joint occupational safety and health committee composed by workers' and employer's representatives to assess risks and investigate incidents?

1 point Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it has a joint occupational safety and health committee composed by workers' and employer's representatives to assess risks and investigate incidents.

0.5 point Specifically for this mine site, the company mentions that workers' representatives are included in some cases of OSH risks assessment and incident investigation.

d. Ensure that women workers are represented in the joint occupational safety and health committee?

1 point Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it ensures that women workers are represented in the joint occupational safety and health committee.

0.5 point Specifically for this mine site, the company mentions that women workers are represented in the joint occupational safety and health committee, but there is no evidence of how and when this is taking place.

MS.13 Training of Workers

For this mine site, does the company:

a. Ensure all workers receive the instructions that are necessary to perform their work safely and without injury?

1 point Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it ensures all workers receive the instructions that are necessary to perform their work safely and without injury.

0.5 point Specifically for this mine site, the company mentions that it ensures all workers receive the instructions that are necessary to perform their work safely and without injury, but there is no evidence of how and when this is taking place.

b. Provide training to workers, at no cost to them, to develop their technical skills?

1 point Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it provides training to workers, at no cost to them, to develop their technical skills.

0.5 point Specifically for this mine site, the company mentions that it provides training to workers, at no cost to them, to develop their technical skills, but there is no evidence of how and when this is taking place.
OR

Specifically for this mine site, the company provides evidence that it provides training to workers, to develop their technical skills, but there is no evidence that such training is provided at not to workers

c. Ensure access for women workers to all training programmes and learning opportunities?

1 point Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it ensures access for women workers to all training programmes and learning opportunities.

0.5 point Specifically for this mine site, the company mentions that it ensures access for women workers to all training programmes and learning opportunities, but there is no evidence of how and when this is taking place.

d. Involve all employees and people who work for contractors in testing its emergency response plans?

1 point Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it involves all employees and people who work for contractors in testing its emergency response plans.

0.5 point Specifically for this mine site, the company mentions that it involves all employees and people who work for contractors in testing its emergency response plans, but there is no evidence of how and when this involvement is taking place
OR

Specifically for this mine site, the company provides evidence that demonstrates it involves all employees only in testing its emergency response plans.

MS.14 Decent Living Wage

For this mine site, does the company:

a. Assess the wage level that is necessary for workers and their families to afford a decent life?

- 1 point** Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it assesses the wage level that is necessary for workers and their families to afford a decent life.
- 0.5 point** Specifically for this mine site, the company mentions that it assesses the wage level that is necessary for workers and their families to afford a decent life, but there is no evidence of how and when this assessment is performed.

b. Ensure the wages of all its employees meet or exceed this decent living wage level?

- 1 point** Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it ensures the wages of all its employees meet or exceed this decent living wage level.
- 0.5 point** Specifically for this mine site, the company mentions that it ensures the wages of all its employees meet or exceed this decent living wage level, but there is no evidence of how and when this is ensured.

c. Engage with its contractors to ensure the people who work for them get paid a decent living wage level?

- 1 point** Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it engages with its contractors to ensure the people who work for them get paid a decent living wage level.
- 0.5 point** Specifically for this mine site, the company mentions that it engages with its contractors to ensure the people who work for them get paid a decent living wage level, but there is no evidence of how and when this engagement is taking place.

d. Publicly disclose the lowest salary level for female and male workers for each job level?

- 1 point** Specifically for this mine site, the company publicly discloses the lowest salary level for female and male workers for each job level.
- 0.5 point** Specifically for this mine site, the company publicly discloses the overall lowest salary level for female and male workers.

MS.15 Worker Complaints and Grievances

For this mine site, does the company:

a. Have a grievance mechanism for its employees and the people who work for contractors to register complaints/grievances?

- 1 point** Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it has a grievance mechanism for its employees and the people who work for contractors to register complaints/grievances.
- 0.5 point** Specifically for this mine site, the company provides evidence that demonstrates it has a grievance mechanism for **ONLY** its employees **OR** contractors to register complaints/grievances
OR
Specifically for this mine site, the company describes a grievance mechanism for its employees and the people who work for contractors to register complaints/grievances, but there is no evidence of its implementation.
OR
Specifically for this mine site, the company provides tracking figure implying mechanism in place, but no practical details are provided

b. Ensure that male and female staff members are available for receiving and processing worker grievances so that men and women workers can speak to someone of the same sex?

- 1 point** Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it ensures that male and female staff members are available for receiving and processing worker grievances so that men and women workers can speak to someone of the same sex.
- 0.5 point** Specifically for this mine site, the company mentions that it ensures that male and female staff members are available for receiving and processing worker grievances so that men and women workers can speak to someone of the same sex, but there is no evidence of how and when this is implemented.

c. Publicly disclose the number and types of complaints/grievances registered by its employees and the people who work for contractors?

- 1 point** Specifically for this mine site, the company publicly discloses the number and types (within the assessment period) of complaints/grievances registered by its employees and the people who work for contractors.
- 0.5 point** Specifically for this mine site, the company publicly discloses the number only of complaints/grievances registered by its employees and the people who work for contractors
OR
Specifically for this mine site, the company publicly discloses the number and types of complaints/grievances registered by its employees only.
OR
The data is outdated

d. Discuss with employees, people who work for contractors, and their representatives the measures it is taking to avoid the repetition of the same complaints/grievances?

1 point Specifically for this mine site, the company provides **recent (within the assessment period)** evidence that demonstrates it discusses with employees, people who work for contractors, and their representatives the measures it is taking to avoid the repetition of the same complaints/grievances.

0.5 point Specifically for this mine site, the company provides evidence that demonstrates it discusses with employees only or their representatives the measures it is taking to avoid the repetition of the same complaints/grievances

OR

Specifically for this mine site, the company mentions that it is discussing with employees, people who work for contractors, and their representatives the measures it is taking to avoid the repetition of the same complaints/grievances, but there is no evidence of how and when this discussion is taking place.

Copyright notice

All data and written content are licensed under the Creative Commons Attribution-NonCommercial 4.0 International License (CC BY-NC 4.0).



Users are free to share and adapt the material but must give appropriate credit, provide a link to the license and indicate if changes were made. The licensed material may not be used for commercial purposes, or in a discriminating, degrading or distorting way. When cited, attribute to: "Responsible Mining Foundation (RMF), RMI Report 2022 – Scoring Framework."

www.responsibleminingindex.org